

Fall 2016

DOCTalk Newsletter Nov/Dec 2016

Maine Department of Corrections

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DOC*Talk*



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

★ ★ ★ ★ ★ ★ ★ ★ ★ ★ November/December 2016

2016 *Year in Review*

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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

January/February 2017 Issue:

Tuesday, March 14, 2017

March/April 2017 Issue:

Tuesday, May 9, 2017

May/June 2017 Issue:

Tuesday, July 11, 2017

July/August 2017 Issue:

Tuesday, September 12, 2017

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

Contributors

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

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Maine Correctional Center

Martha Boynton

Maine State Prison

Michelle Lawson and Marsha Higgins

Mountain View Youth Development Center

Wendy Kellman

Southern Maine Re-entry Center

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Susan Gagnon

Region 2-Adult Community Corrections

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From the Commissioner



Commissioner Dr. Joe Fitzpatrick

Happy New Year 2017, Department! A fresh new year is once again upon us. It's a time to take stock of all our achievements from the past year:

- The Department was successful in the last legislative session to get the approval of the new MCC facility in Windham, which is major for this Department;
- A lot of great coordination of all in the repurposing of MVYDC & CCF and doubling our current treatment programming;
- The soon to be finished women's project of the new Women's Pre-Release Center in Windham;
- The dynamic Intelligence/Fugitive & Internal Affairs operations;
- The ongoing success of the ACA & PREA audits;
- Another positive year of the intern program;
- A successful programming improvement effort in the use of restrictive housing with an all-time low of eight inmates, which is a major accomplishment for this Department; and
- The Department continues to be represented on the MCJA Board of Trustees. Director of Operations Gary LaPlante has served on this Board for several years and has been a central figure in ensuring that correctional issues continue to be recognized and addressed especially relating to training. A significant achievement has been the changes in the Basic Corrections training academy, where Gary lead a team to improve the curriculum and the MCJA approved increasing training from the 80 hours two week program to the much needed to 200 hours five weeks. Director of Security Larry Austin has now assumed this position and is representing the department well.

We as a Department have much to be proud of, thank you to everyone for all your contributions. Keep up the great work you do as we enter into a new exciting year!

Thanks again, Happy New Year...

Respectfully,

Commissioner Fitzpatrick

ON THE FRONT COVER: *Thank you to Jane Tower, Central Office, for the photo of the moon over Messalonskee Lake in Belgrade.*

Do you have a great snapshot you'd like to share? Share one of your photos and it might appear in a future issue of DOCTalk. (Email your photo to jason.carey@maine.gov)



William Twarog Manager of the Year Award – Ryan Andersen, Manager of Correctional Operations

NOMINATION CRITERIA

Each participating department/agency will select one manager to receive recognition by the Governor. Participating departments/agencies should develop their own selection process.

Consideration should be given to all aspects of each nominee's record as set forth in the Nomination Criteria. The nomination criteria include:

1. Service to the agency;
2. Demonstration of the State's leadership competencies;
3. Leadership- models integrity, effective communicator, supportive coach, visionary; Stewardship- customer focused, results oriented, sound judgment; Effective Problem Solver- analytical thinker, systems thinker, creative;
4. Record of career growth and development;
5. Displays excellent ability to provide individual and team development opportunities;
6. Other information as the nominator(s) deems important, such as service to the public, volunteer service, etc...

This breakdown of criteria is intended to allow flexibility in terms of recognizing employees in one or any combination of activities, so there is no set "formula" or "weight" given to any one or the other of the five criteria. Each nomination should be considered on its own merits. However, every nominator should make sure that the nomination is as complete as possible.

All department/agency managers are eligible for nomination and any person or group in a department/agency can submit nominations.



Congratulations Ryan Andersen

Ryan has served the Maine Department of Corrections with distinction throughout his 10 year career. Ryan lead the DOC initiative to train individuals from State and County facilities in the NIC model of security auditing, along with ACA and PREA has made the facilities safer for visitors, staff and prisoners.

(Left to right) Dr. Joseph Fitzpatrick, Commissioner; Gary LaPlante, Director of Operations; Ryan Andersen, Manager of Correctional Operations, Governor Paul LePage.



Employee of the year – Gary Sanfacon, Juvenile Community Corrections Officer (JCCO)

NOMINATION CRITERIA

Each participating department/agency will select one employee to receive recognition by the Governor. Participating departments/agencies should develop their own selection process.

Consideration should be given to all aspects of each nominee's record as set forth in the Nomination Criteria. The nomination criteria include:

1. Service to the agency;
2. Exhibits an outstanding attitude/work ethic and acts as a role model to associates;
3. Record of career growth and development;
4. Interfaces extremely well with others and demonstrates the importance of working as part of a team;
5. Other information as the nominator(s) deems important, such as service to the public, volunteer service, etc.

This breakdown of criteria is intended to allow flexibility in terms of recognizing employees in one or any combination of activities, so there is no set "formula" or "weight" given to any one or the other of the five criteria. Each nomination should be considered on its own merits. However, every nominator should make sure that the nomination is as complete as possible.

Nominations should be made on the form provided. Nominations can be supplemented with supporting letters from other individuals and organizations. All department/agency employees are eligible for nomination and any person or group in a department/agency can submit nominations.



(Left to right) Dr. Joseph Fitzpatrick, Commissioner; Gary Sanfacon, Juvenile Community Corrections Officer; Governor Paul LePage

Congratulations Gary Sanfacon

JCCO Sanfacon encompasses the definition of community collaboration. Gary chairs Aroostook County Tribal Triage, enhancing collaboration with Native communities. JCCO Sanfacon also chairs the Aroostook County Collaborative, which involves community providers throughout "The County". Gary represents DOC regarding the Aroostook Juvenile Detention Alternative Initiative, working to reduce juvenile incarceration rates.



Central Office News

Staff

Adult Corrections Programming Recap

by Ryan Thornell, Associate Commissioner

Building off of the momentum from 2015, the year 2016 proved to be another year of significant progress and achievement across the facilities and various areas within the correctional programs division. The staff working across this division, whether in the facilities, community, or central office, continues to demonstrate a high commitment to the mission of the Department, a willingness to change and improve, and an ability to produce strong outcomes in their respective areas.

I would like to extend my appreciation to the staff who have committed to and contributed to the division's progress, including our facility case managers, unit managers and classification staff, our teachers, librarians and vocational instructors, the officers and staff working within our specialty and programming units, as well as the staff supporting the efforts in central office. I also want to thank the Deputy Wardens/Superintendents within the facilities who have been responsible for leading and successfully managing the implementation of these efforts on a daily basis. Additionally, I would like to recognize our behavioral health partners at CCS who have worked alongside us, collaboratively, in nearly all of these initiatives.

It is important to take a moment and pause, in order to reflect on the tremendous work of this group. What follows is a brief recap of their accomplishments and progress:


- Implementation of a Department-wide effective case management model, including on-going training and coaching related to case planning and reentry efforts;
- Development and implementation of a Department-wide unit management coaching and audit tool, including on-going unit management training and coaching;
- Restrictive Housing reforms and program expansion in the Special Management Unit of Maine State Prison, leading to a 74% reduction in the use of Restrictive Housing at MSP (all while also maintaining reduced facility incidents);
- Improved substance abuse intake screening, assessment, and referral processes, leading to better cross-agency communication and more informed program recommendations and placements;
- Established a centralized grants management position and process;
- Revised the focus and efforts related to data, performance measurement, and other continuous-quality-improvement projects and needs, establishing monthly performance measurement reports and outcomes tracking;
- Introduced substance abuse Peer Recovery Coaching for prisoners at MSP and the Women's Center;
- Kicked-off a Correctional Programs Strategic Planning effort that will establish a guide and vision for the division into 2020 (to be finalized in early 2017);
- Received National Institute of Corrections Gender-Responsive training for Women's Services administrators (Part 2 for Women's Services staff coming in January and February 2017);
- Expanded substance abuse treatment services to the Mountain View Correctional Facility minimum unit, Women's Center, and Southern Maine Reentry Center;

Continues.



Adult Corrections Programming Recap (continued)

- Identified and trained (in collaboration with DOE) Work Ready facilitators at all adult facilities to deploy Work Ready across the adult prisoner population;
- Began integrating new behavior management responses within the informal discipline process, along with new positive reinforcement responses for positive behaviors;
- Implemented Living in Balance, a more relevant and applicable substance abuse curriculum at our minimum facilities to better fit the substance abuse needs of the population and respond to the facility dynamics;
- Trained approximately 50 adult corrections staff (facility and community) and contract providers in the SOTIPS assessment (a dynamic risk and needs assessment instrument for sex offenders);
- Sent a MDOC team to the National Institute of Corrections for Gender Responsive Discipline and Sanctions training;
- Conducted a Department-wide audit of sentences and calculations from 2014 and prior;
- Made significant revisions and improvements to key policies, including case management and unit management policies, release planning policy, and classification policies;
- Developed and began implementing significant changes, improvements, and trainings in the Intensive Mental Health Unit in accordance with the results of an in-depth unit assessment (continuing into 2017);
- Relocated the Special Management Unit at MSP from the larger B-Wing unit to the smaller A-Wing unit for safer, improved and expanded operations, programming, and prisoner work opportunities (and hit an all-time population low of 8 prisoners in December);
- Relocated the Structured Living Unit at MSP from Close C-Pod to B-Wing to improve the targeted programming offered, and opened all remaining housing units at MSP to accommodate increased prisoner intakes;

As you can see, Correctional Programming has made a significant impact across the Department by expanding rehabilitative efforts and carrying out the overall mission of the Department. Many of these initiatives will continue to expand into 2017, and will be accompanied by another round of goals and targets. I appreciate the efforts of everyone involved in and committed to this work – this summary is a reflection of your accomplishments and our appreciation. 

Spirit Committee

The spirit committee at Central Office has been designing fun activities to benefit the office. This holiday season gave the spirit committee a reason to prepare a homemade cookies and candy basket for auction. At the close of the auction, all monies went to the DOC family - a family adopted by the Department for the holidays.

Keep it real with the Spirit Committee Corner.



Successful Restrictive Housing Reforms

by Ryan Thornell, Associate Commissioner

This past year, the Department kicked off its second round of reforms in the Special Management Unit (SMU) housed in the Maine State Prison. The first round of reforms took place in 2014, and were aimed at improving the SMU's physical space, utilizing technology for in-cell programming, and developing the Administrative Controls Unit (ACU). This latest round of reforms has focused on implementing the Guiding Principles of the Department of Justice (DOJ) for Restrictive Housing. Key areas of focus within these reforms included, increased accountability on the part of the Department, increased dosage of programming services, and transitions from Restrictive Housing to the Structured Living Unit and general population housing units. The goal of this reform effort has been to identify the prisoners in our system who, in accordance with policy, require a short- or long-term placement in Restrictive Housing, ensure there is accountability in the placement and programming process, and effectively transition the prisoners out of Restrictive Housing as soon as safely and securely possible. The results of this effort have been remarkable, with a 74% reduction in the MSP SMU population from January to December 2016, ending with an average of 11 prisoners in SMU in December. More important is the major categories of negative incidents across the entire MSP facility have also declined during this period of time.

In brief, the following reforms were made in the MSP SMU. The available programming, topics and platforms were revised to include in-cell technology, in-cell workbooks, out-of-cell process groups, and out-of-cell on-unit jobs (accommodating different levels of restraint requirements, including no restraints). In addition to focusing on programming, reforms focused on increased accountability and the meaning of the Restrictive Housing processes. This includes improvements to provided case management and case planning, meaningful Emergency Observation Status review processes, Administrative Segregation review processes, and Administrative Controls Unit placement and review processes, along with new SOPs to improve operations and in-unit placements. Furthermore, the Warden established a new, multi-disciplinary team for weekly reviews of all inmates in Restrictive Housing at MSP.

Heading into 2017, which began with a new population low (8 prisoners in Restrictive Housing), the SMU at MSP is positioned to be recognized as a national model for an effective Restrictive Housing program. The momentum will be built upon as additional reforms continue to develop and be implemented in the new year.

I would like to thank Warden Liberty and his team for their diligent efforts at making Restrictive Housing reform a major success for the Maine Department of Corrections. I would also like to recognize and thank Captain John Howlett for his management of the SMU and his efforts in implementing the changes sought, along with Deb Barter in her support of the Unit Team and its operations. Dr. Amanda Seirup and the Mental Health Staff have also played a strong role in the reform work within the SMU, including the introduction of cutting-edge treatment and programming. Finally, a big thank you to the SMU Security Staff for their concerted efforts, flexibility to implement new reforms, and their support of this work. The following security staff worked in the SMU at the end of 2016:

A Days:

Correctional Sergeant Michael Burns
Correctional Officer Christopher Allen
Correctional Officer Kyle Ruffner
Correctional Officer Forest Burns
Correctional Officer Dianna Russell
Correctional Officer Cassie Eaton

A Nights:

Correctional Sergeant Steven Smith
Correctional Officer Devin Wyatt
Correctional Officer Joseph Ritchison
Correctional Officer Brandon Knight

B Days:

Correctional Sergeant Dean Leonard
Correctional Officer Christopher Therrien
Correctional Officer Paul Lisenby
Correctional Officer Natasha Braley
Correctional Officer Richard Yvon

B Nights:

Correctional Sergeant Jeremiah Manning
Correctional Officer Daryl Springer
Correctional Officer Cody Gallagher
Correctional Officer Darrin Fillebrown



Operations Division 2016 Year in Review

Submitted by Gary LaPlante

The Women's Re-Entry Center construction project was initiated in 2016 and is near completion. Anticipated occupancy is March 2017 and will have a capacity of 96.

The Control room/security upgrades have been completed at MSP, MCC MV & LC.

Operations: Security

Facility Shake Downs were completed at all 7 departmental facilities. This process includes locking down the facility until a complete and thorough search of all areas of the facility can be completed. This includes strip searches of all prisoners. Depending on the size of the facility the lockdowns can go on for several days. I'm pleased to report that each of the facilities shake downs was completed in the shortest times since we began this process several years ago. I attribute this to several factors. The first is that each facility had a very well defined process based on prior experiences. The Deputy for Operations or CAO at the facility had a plan that accounted for the areas to be searched and resources needed to get it accomplished. Secondly, where possible additional staff was made available using newly hired staff as part of their training program or at the completion of the training. This provided opportunities for the new hires to gain experience and provided additional staff for cell, room and area searches. The continued use of the non-security staff in the role as scribe allowed security staff to complete searches rather than paperwork. The teams of support staff who took on this incredibly important role and similar roles expedited the process. Lastly, the real tribute goes to security line staff. No major contraband was discovered at any facility. I credit this to the unit officers who routinely search cells on an ongoing basis and whose diligent routine searching has thwarted and discovered contraband items throughout the year. In addition, most facilities also conducted regular area and housing unit shakedowns throughout the year. Thorough regular and routine searching provides for a safer environment for staff, visitor and prisoners. Excellent work by all facilities.

MSP Fire Department was officially closed this year. After being in existence since the early 70's at the old Thomaston location. A review of the Fire Department function within the new facility revealed that it was financially and operationally prohibitive to continue.

While MSP fire department had about 12 active fire fighters the cost to train these members and maintain fire fighter certification for the limited role they could perform proved to be cost prohibitive. In addition to the training the maintenance cost and purchasing of replacement equipment proved to be unsustainable. The Warren Fire Department is fully trained to combat fires at the State Prison and had the legal responsibility and desire to accept this challenge. MSP and Warren Fire Department have maintained mutual training for many years and will continue to do so. As part of the closure proposal the existing Fire Chief, C/O Chitham has agreed to co-ordinate all forest fire service efforts for the department. Currently all minimum security facilities participate in providing trained prisoners to be used during major forest fires. The US Forrest Service trains the prisoner crews and facility crew bosses accompany teams to assist with forest fire containment.

Honor Guard The departmental Honor Guard under the direction of Sgt's Paul Cummins, Nate Thayer and Tom Doblier had a very successful year. The team received training from the Maine National Guard and has honed their skills in all aspects of the functions this team performs. This included presentation of colors, funeral services, pall bearers and parade presentations. They were present at every DOC graduation and twice represented the department at MCJA corrections Officer Graduations. Sadly the team represented the department at a number of out of state funerals for Correctional Officer and law Enforcement Officer's killed in the line of duty and at the request of families they participated in four staff related funerals.

One of the real highlights for the team was the opportunity to participate in the Wreaths Across America. This was especially poignant moment for Sgt. Michael Burns (MSP) who was able to go to Arlington national cemetery and place a wreath on the grave of his uncle, Rene Gagnon, who was one of the six soldiers who raised the flag on Iwo Jima, During WWII. This team has much to be proud of and continues to



represent the department well.

Firearms Program: The firearms program has continued to provide excellent training and has made many improvements in the operation. In preparation for the increased need for firearms qualified staff with the new facility the firearms training program was reorganized and additional staff recently promoted. The program will now have a more regional approach with the addition of Harvey Bailey as a Chief Firearms Instructor and Bret Smith as an Assistant Firearms Instructor. The plan to provide a regional approach to training with Harvey being responsible for MCC and Region I and II and Mike Garn responsible for MSP and Region III. This combined team is working on improving the firearms training program and the policy will soon be changed to include low light training as a mandatory part of training as well as judgement shooting through the Laser Shot and situational training through increased use of Sims Training. The plan is to have all departmentally firearms qualified staff to participate in each of these phases of training within the year and provide other opportunities to have supervised practice in a range near the staff.

Criminal Investigators: During the past year there were several changes involving the departmental investigators. While the investigators are assigned primary responsibility to a facility their supervision has changed to shared supervision under the Director of Security and the facility CAO. The Criminal Investigator title has changed to Detective to be more in line with the role and responsibilities within the criminal justice field. An on call system has been put in place to ensure that at any given time a departmental detective is immediately available to respond to any facility. This provides coverage for days off, vacation or when away for training and provides a uniform approach to handling investigations. In addition cases are now entered into the IA/PRO data software in order to better track progress of investigations. Of significant achievement, Det. Andrew Ames made history by being the first DOC employee to completed the full time law enforcement officer training, graduating on Dec. 16, 2016. His participation in the 18 week training program was a first for both the MCJA and DOC.

Body Worn Cameras: As a result of receiving a PREA grant the department was able to purchase 56 Body Worn Cameras that are now being used throughout the

facilities. These cameras provide enhanced security and better documentation of serious incidents. They have been of particular benefit when staff are transporting prisoners and eliminate allegations of inappropriate conduct which was previously difficult to investigate and disprove.

SOG/HRSP: The use of High Risk Security Patrols at MSP has continued to reduce violence and assaults on staff. The addition of this team appears to have reduced the frequency of staff use of force within the units as the additional support more quickly and safely terminates threats towards others in the units. One change to the HRSP process was the elimination of the use of the KSG weapons for the patrols. Rather than using the KSG firearm with less than lethal ammunition a safer and equally effect Taser system was added. The SOG team was deployed to put down a disturbance at MCC and assisted in providing much needed security support during facility shakedowns and MSP, MCC and MV, as well as hostage situation at MCC.

Operations: Training

2016 was another busy year for the training department.

- 106 facility new hires successfully completed new hire orientation throughout the state, not including 14 additional interns and 10 new community staff.
- All staff was trained in Dessert Waters Fatigue to Fulfillment.
- Training policies were updated, new training request forms were made available on Power DMS.
- Mark Radcliff returned and offered his Deadly Encounters workshop to all staff and outside agencies.
- 2 sessions of Gangs 101 were offered and featured 12 FBI instructors
- FTO training occurred 4 weeks in February
- MERC instructor training provided us with 13 new instructors
- HiTraX DV and SiProx Package scanner training was provided to train 8 staff on body cameras.
- 6 MV and 5 LC staff attended a CCG train the trainer.
- 10 staff were trained on the body scanners
- ACA Leadership training

Continues.



Operations Division 2016 Year in Review (continued)

- SABRE OC instructor training was given to 27 DOC staff and 5 county
- We offered the Critical Thinking workshop with Dr. Eric Williams
- Held 3 Managing in Maine State Corrections classes
- LCYDC staff went through orientation training to the Restorative Justice program that is now offered to our residents.
- FIAT training was created and rolled out
- SOTIPS training was offered to select adult facility and community staff.
- Both CPR and MERC procedures were updated.
- Training Division staff went to the IACTP Conference in St. Louis.
- 7 MVCF staff was trained in the Consultant Crisis Group Calming the Storm Instructor Training
- Dr. Monique Marrow visited LC and trained staff on Trauma and its effect on justice-involved youth
- NAMI Maine presented a day-long Mental Health First Aid Training to 12 LCYDC staff and 10 staff from Juvenile Field Services
- GPS Tracking System Training
- All Adult Community Corrections were trained on DR-1
- Training Cadre have been to multiple career fairs/job fairs/colleges for recruitment purposes. They have also posted fliers in all local establishments.

Operations: Office of Professional Review

2016 saw a number of adjustments being made to the Administrative-Personnel Complaint Investigations (APCI) process. All of which were meant to ensure that the system works in fair and efficient manner. Most were merely administrative changes; however one in particular should impact on the timeliness of the investigations. Commissioner Fitzpatrick has mandated that a reasonable effort be made to have investigations completed within ninety (90) days of the receipt of complaint. While it is recognized that this is not always practical; due to either the complexity of some investigations or circumstance outside the control of the investigator, it is an obtainable goal that we will strive to achieve. Beginning in 2017, if an investigation

does go over 90 days the Office of Professional Review will either e-mail the subject employee or forward a letter to them at their place of assignment. The letter will simply serve to advise the employee that the investigation has not been forgotten. It is hoped that this renewed emphasis on the completion of investigations in a timely manner will be the impetus for additional adjustment to the current system.

Another adjustment made that should assist in this endeavor is that both the Maine State Prison and the Maine Correctional Center will have assigned to them a full time OPR Captain that will conduct APCI's. The Office of Professional Review is very happy to welcome Captain Joel Parsons as the OPR Investigator for the Maine State Prison. Captain Parsons started in his new capacity on December 12, 2016. We are also looking forward to Captain Shawn Welch beginning his new position as the OPR Investigator at the Maine Correctional Center in early 2017. These assignments are seen as moving the process forward to ensure that investigations are completed in a thorough, fair and timely manner.

Finally, the Office of Professional Review has made themselves available to provide training for recruit classes to discuss the APCI system so that new employees are familiar with the process. While it is recognized that these investigations can be uncomfortable for many employees, it is also acknowledged that they are necessary to ensure that the citizens of our state can have faith and trust in the Maine Department of Corrections. Equally important is that the staff of the Department has faith and trust that their due process and contractual rights are being adhered to, and that the search for the truth is done in a fair and impartial manner. The Office of Professional Review welcomes your comments and input into this process.

Operations: Fugitive Investigation and Apprehension Team

2016 saw the formal establishment of the Fugitive Investigation and Apprehension Team (FIAT) which is comprised of facility law enforcement staff as well as adult Probation Officers. In January interviews were conducted and Probation Officers from each region were selected to be part of the team. A full time Fugitive Investigator position at Central Office



was created, and Don White was selected and started in that position at the end of March. Policy 7.4 Fugitive Investigations was finalized in March officially establishing the Fugitive Investigation and Apprehension Team and was updated in April.

An initial 40 hour training program was developed, and the training was provided to half of the team in August and the other half in September. The training consisting of topics covering policy, officer safety, tactical first aid, tactics of building searches, operational planning and risk assessment.

During 2016, there have been 30 apprehensions in which FIAT was involved. Those cases included individuals who had escaped from custody as well as high risk probationers who had absconded.

Some notable accomplishments include the apprehension/location of 6 escapees, (one of which escaped in 1970), assistance with Maine's only AMBER Alert in 2016, and the apprehension of several violent offenders for new crimes that included sex offenses and aggravated reckless conduct with a dangerous weapon, robbery, among other criminal violations. FIAT is looking forward to 2017 with more success.

Operations: Crisis Negotiation Team (CNT)

During 2016 the CNT team maintained a full complement of 14 members. In addition to the required monthly training some members attended the New England Crisis Negotiations Association conference that was held in Hyannis Massachusetts. Our team participated as role players in the Basic Crisis Negotiator Training put on by the FBI in Cape Elisabeth this past June. We also trained jointly with other Law Enforcement Agencies in training hosted by Waterville PD, and training hosted by the New England Crisis Negotiators Association held at Westbrook PD. In November members of the team achieved certification as Crisis Negotiators by the Maine Criminal Justice Academy. Since reorganizing the team in 2015 we received our first official activation in December for an incident that occurred at the Maine Correctional Center for a suicidal prisoner with a weapon.

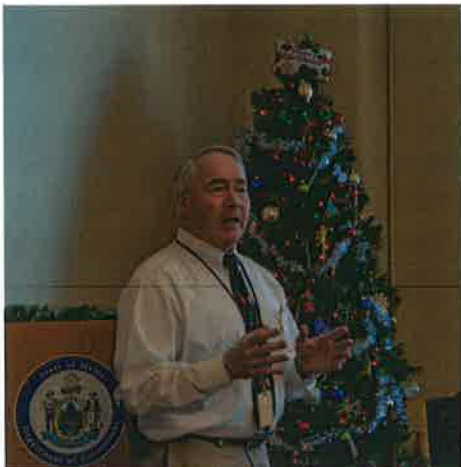
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A great **BIG** thank you to Phat Tran & Jane Tower for helping make the center piece arrangements for me for the Correctional Administrators Christmas meeting.

Thank you both,
Kelene

Correctional Administrator's Meeting 12/19/16



*Maine Department of Corrections
Commissioner, Dr. Joseph Fitzpatrick thanks
the team for its great work.*



Associate Commissioner O'Neill, Dr. Daniel Bannish, Dr. Sarah Miller, Dr. Robyn Hodges, Dr. Amanda Seirup, and Superintendent Jeff Merrill, Jr. were all recognized for their supportive response to a critical incident that occurred on October 29, 2016, at the LCYDC.



Dr. John Newby, Vice President of Correct Care Solutions (CCS) and Deputy Commissioner Breton.



Warden Randall Liberty, David Ames, Skip Pierce, Aaron Lamb, Bill Rose, Rob Boynton, Mike Mason, John Sylvester, and Associate Commissioner Ryan Thornell were all recognized for being instrumental in meeting the demands of MSP Administration and MDOC Central Office projects resulting in a total savings of \$30,000.



From the left: Scott McCaffery, Classification and Kelene Barrows, Special Assistant to the Commissioner.






From the left: Bill McDonald (MVCF), Tom Renckens (KCJ), Gary Gray (MVCF/CCF), Abby Manahan (MDOE – Professional Development Coordinator), Joe Coombs (MVCF), Vanessa Richards (HCJ), Pam Meader (ANI-PD Instructor), Lynda Ginsburg (ANI-PD Instructor), Brent Elwell (BCF). Rebecca Shields (MSP) not in photo.

MDOC Adult Education and Vocational Programming

by Ellis King

A number of MDOC adult facility Teachers recently completed an Adult Numeracy Instruction Course that was provided by the Maine Department of Education – Adult Education Division.

The Adult Numeracy Instruction – Professional Development (ANI-PD) is an intensive evidence-based program that teaches effective numeracy instruction techniques for adults. The ANI-PD provides math teachers with effective hands-

on teaching techniques that create a student learning environment that makes math both fun and interesting. The ANI-PD is presented in three, two-day institutes, spaced with time in between for teachers to practice their new understandings and to reflect on the lessons learned with colleagues. 

CORIS SUPPORT

by Cindy Norman

We would like to start out by saying Happy New Year to all of the Department's employees and their families. We would like to thank-you all for your continued commitment and patience as we strive to make CORIS work smoothly and accurately for everyone using this complex program.

The New Year has brought a couple of significant changes within our unit. First, two key employees have left the department, Joseph Couture and Chris Coughlin. With their departure goes a ton of skills and knowledge that we will miss a great deal. Secondly, Tammy Estes and Jack Mathieson are still with us however, their residence will no longer be at Central Office. They are located at The Commerce Center to help better accommodate their needs with the technical details of CORIS. The CORIS Support Staff will remain at Central Office.

Please feel free to contact us with any business questions and/or issues regarding CORIS:

Martin.Murphy@Maine.Gov (207)287-4510 (Manager)
 Sharelyn.Parker@Maine.Gov (207)287-2930
 Cindy.Norman@Maine.Gov (207)287-4387
 Ernie.Parrow@Maine.Gov (207)530-2873

Please continue to submit Footprint Tickets as usual and the CORIS Support Staff will direct tickets and questions to the appropriate location. Again, we would like to thank-you for your support as we adjust to these changes within our Unit.



2016 Policy Annual Report

by Mary Lucia

Mary Lucia, Policy Development Coordinator, continued to revise and develop new policies that support the mission of the Department and ensure compliance with national standards. The policy review and analysis process involves working with staff who provide subject matter expertise to incorporate best practices into policies. Brenda Hernandez is the Office Associate II and provides administrative support in the policymaking process and assists in managing PowerDMS.

Key Accomplishments in 2016

✓ 59 policies were revised or created. Several noteworthy policy initiatives involved the visitation policy where positive impacts were made to strengthen family visitation to include a children's play area, allow bonding visits between an incarcerated parent and his or her infant, and Skype visitation in certain circumstances. Another policy initiative strengthened the reentry and release policy to promote successful transitions for prisoners being released to the community by beginning comprehensive release planning efforts 9 months prior to the earliest possible release date. Also, a revision to the library policy allows prison libraries to increase their acquisitions by acquiring donated books from approved community organizations.

✓ Adapted policies as ACA standards change so the Maine Department of Corrections maintains compliance with these standards.

✓ 80 Department forms were revised or created.

✓ After ensuring that all Commissioner's Directives issued since the 1980s were incorporated into policy or were no longer relevant, all but eight (8) Commissioner's Directives were rescinded. This eliminated the numerous directives that staff had to keep track of in addition to policies.

✓ 2 Commissioner's Directives were implemented.

✓ 2 Administrative Procedure Act (APA) processes were conducted to obtain public input on required departmental policies.

✓ Provided staff training to 6 New Hires classes on Department Policies and Using PowerDMS.

✓ Coordinated 2 Department Property Committee meetings which resulted in efforts to reduce excess property in prisoners' cells and added another approved book distributor for prisoners to receive books from.

✓ Assisted accreditation staff in facility audits.

✓ Provided training and technical assistance to Department staff on PowerDMS, the Department's online policy, training, and compliance management system.

MDOC Inspections Division "Year in Review"

by Ryan Andersen, Manager of Correctional Operations

- Authorization of Department Policy 1.05.1 requiring that the department maintains a Correctional Operations Assessment Team (COAT). That a minimum of two operational assessments be conducted as well as an operational review of all ACA mandatory standards at each facility annually. Also that corrective action or a plan of corrective action is provided when deficiencies are discovered. This policy is aimed at policy & standards compliance, systems improvements, and to sustain/enhance prior assessment practices.
- Reorganization of the Inspections Division to include an Assistant Manager of Correctional Operations (Chad W. Cooper), which provides more focused policy oversight related to standards, and additional support MDOC facilities with standards and policy compliance.
- The Maine Department of Corrections Correctional Operations Assessment Team came together in a supporting role during the most recent American Correctional Association (ACA) reaccreditation audit at the Maine State Prison and Bolduc Correctional Facility the week of October 24th-28th. We congratulate Wendell

Continues.

Nate Gagnon and Michael Murphy, sworn in



Left to right: Dedimus Justice Kelene Barrows, Special Assistant to the Commissioner; Michael Murphy, JCCO, Region 2 Juvenile; Nate Gagnon, JCCO, Region 2 Juvenile



From the left: Chris Raymond, Regional Correctional Manager, Region 2 Juvenile Services; Michael Murphy, JCCO, Region 2 Juvenile Services; Nate Gagnon, JCCO Region 2, Juvenile Services; Nate Randall, Regional Correctional Manager, Region 2 Juvenile Services.



From the left: Michael Murphy, JCCO, Region 2 Juvenile Services; Jody Breton, Deputy Commissioner, Maine Department of Corrections; Nate Gagnon, JCCO Region 2, Juvenile Services.

Inspections Division (continued)

Atkinson (Accreditation Manager) and all of the staff on their recent and very successful ACA reaccreditation audit at the Maine State Prison with a score of 99.8%. Additionally we congratulate Sgt. William Martin (Shift Commander/IPS) and all of the staff on their recent and very successful ACA reaccreditation audit at the Bolduc Correctional Facility with a score of 100%.

- Downeast Correctional Facility (DCF), Bolduc Correctional Facility (BCF) and the Maine State Prison (MSP) all completed Federal Prison Rape Elimination Act (PREA) audits and were determined to be in full compliance. We congratulate Lt. Lidia Burnham (MSP PREA Monitor) and Sgt. Dale Tobey (BCF PREA

Monitor) on their recent and very successful PREA compliance audits. These facilities represent the final Maine Department of Corrections (MDOC) facilities to be audited since the enactment of the PREA Standards. All MDOC facilities have now completed PREA audits and have achieved compliance.

- The STOP Grant managed by PREA Coordinator, Kathleen Mahoney enabled the department to purchase and distribute 9 cameras/3 monitors to DCF, 21 cameras to BCF, 8 cameras/1 DVD recorder, and 10 body cameras to various facilities.

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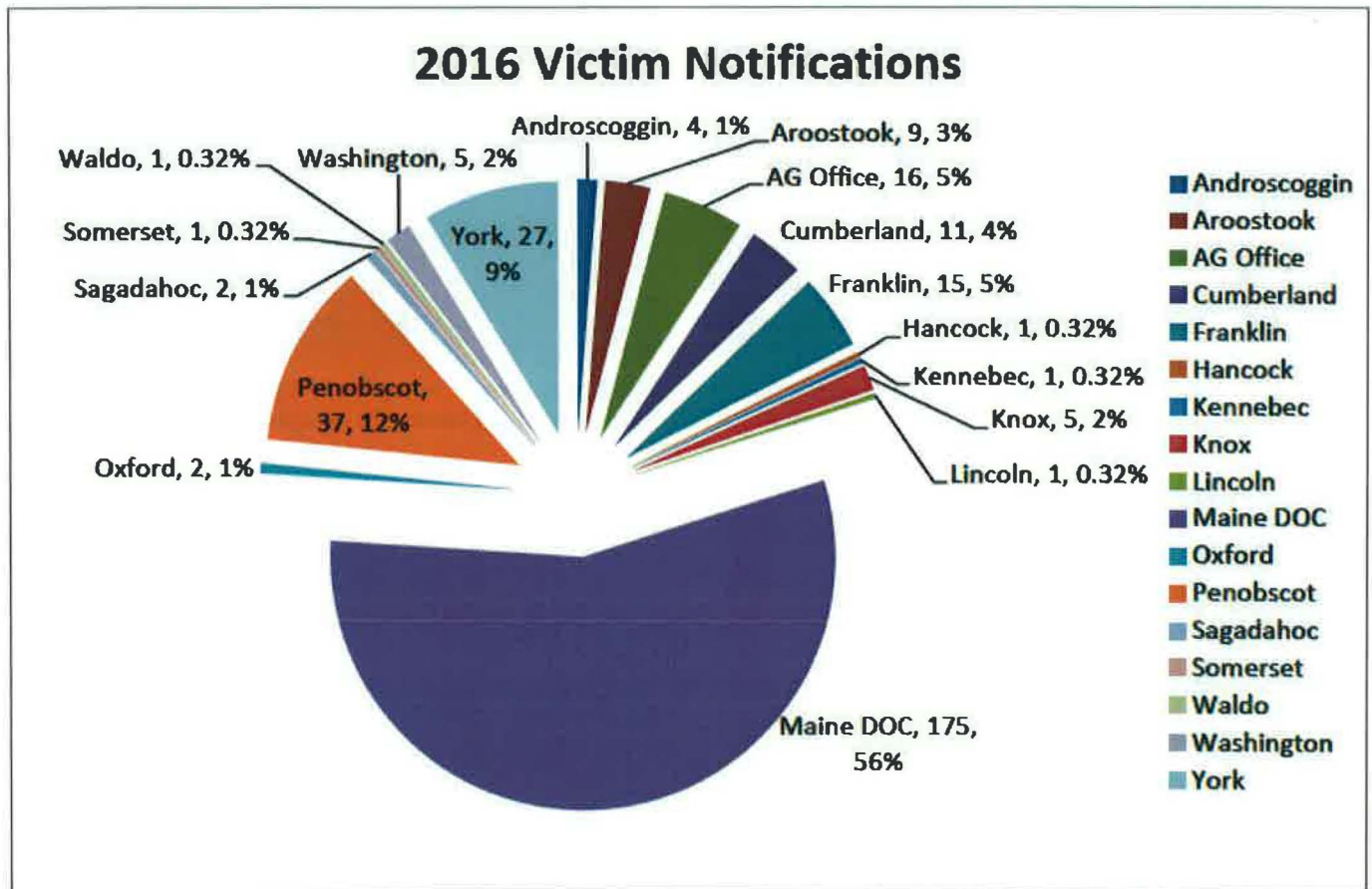
Victim's Services

by Tessa Mosher

Maine Department of Corrections, Office of Victim Services 2016 Highlights

Victim Notification:

One of the major duties of the Maine Department of Corrections (MDOC), Office of Victim Services (OVS) is to register victims of crime for victim notification of prisoner or juvenile release and enforce such requests as outlined in Statute. In 2016 a total of 313 victims registered for victim notification. The chart indicates which agency assisted the victim in filing the victim notification request with the MDOC. The MDOC OVS victim advocates assisted in 175 of the victim notification requests totaling 56% of the requests in 2016.



Victim Centered Safety planning:

The MDOC victim advocate tracks information pertaining to sex offenders and domestic violence offenders being released into the community and provides support services to crime victims prior to a registered sex offender and/or domestic violence offender being released from a MDOC facility and offers victim services as well as victim centered safety planning.

Victim Services receives sex offender release notices for ALL offenders with a past or current conviction for a sex offense(s). The victim advocate sends release notifications to all victims and/or parents/guardians of victims of sex offenders that are being released from incarceration with an active sex offense. Sex Offender Release notices tracked may include active or inactive sex offenses.

Victim wrap around meetings, or “victim centered safety planning meetings”, are offered to all victims whose offenders are being released from an active sex offense in preparation for an offender’s release. Victim Services aims to have the meetings at least two weeks prior to the release date hoping that as much offender re-entry plan information is current and available. These meetings are held at a Probation Office closest to where the victim lives. Only participants requested by the victims attend the meetings. Participants include, but are not limited to, Probation Officer/Sex Offender Specialist, DOC Victim Services Advocate, Victim and/or victim’s parents/guardian, Law Enforcement Officer(s), and an advocate from the Sexual Assault Center that is located closest to the victim. In 2016, Victim Services monitored 169 upcoming sex offender releases. Of those releases, 132 letters were sent to sexual assault victims offering victim services and victim centered safety planning. Finally, 18 victim centered safety planning meetings were held at the request of victims.

New to 2016 was the addition of the new Domestic Violence Victim Advocate position. Information pertaining to Domestic Violence offender releases into the community was also tracked. The victim advocate identified cases where offenders were currently incarcerated for domestic violence crimes or offenders whose victims had active protection from abuse orders against their offenders (regardless of whether or not the offenders were currently incarcerated for domestic violence crimes). Victim Centered Safety planning meetings were offered to victims in these cases. These meetings are similar to the above described Sex Offender wrap around meetings; they are victim centered and only include participants that the victims wish to attend. In addition to the participants mentioned in the above paragraph, an advocate from the Domestic Violence Resource Center closest to the victim often attends these meetings. Of the identified 182 Domestic Violence offenders being released in 2016, 121 letters were sent to domestic violence victims offering victim services and safety planning. There were 26 victim centered safety planning meetings held for domestic violence victims in 2016.

Restitution:

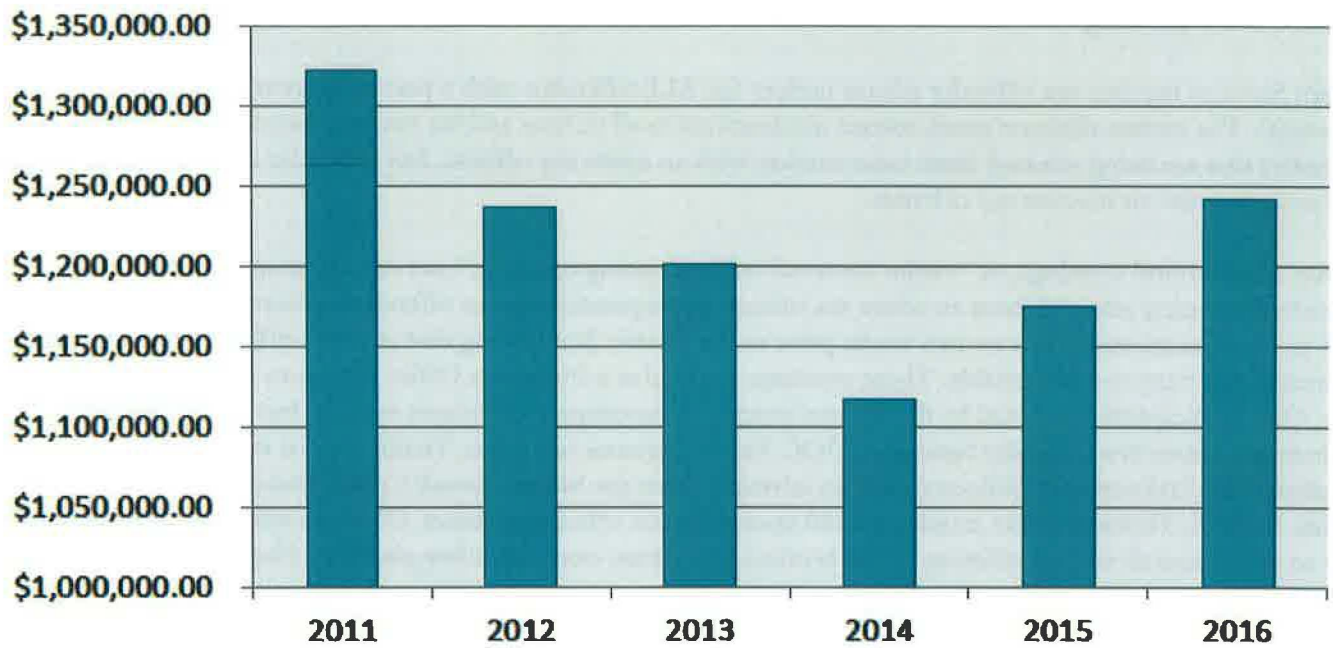
In 2016, the Maine Department of Corrections collected \$1,242,111.29 in restitution. Restitution checks disbursed to crime victims in 2016 totaled \$1,333,039.23, of which, \$236,794.86 were funds that would not have been disbursed without the research done by the victim advocate.

In 2016 the victim advocate reviewed 1,776 client’s restitution cases which included 6,390 contacts with victims, collateral contacts researching the case, and connecting with the Court and District Attorney’s Office staff in order to assist crime victims.

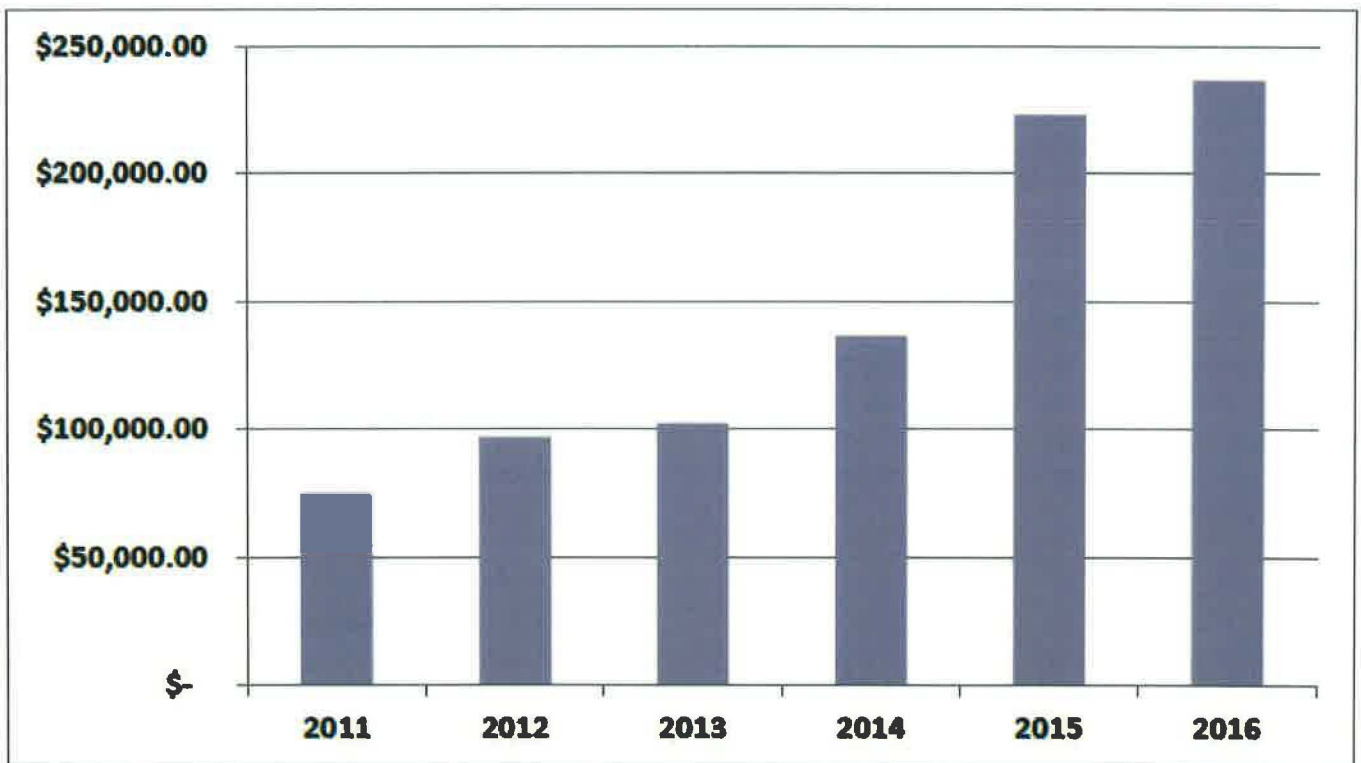
See restitution data tables on next page



Restitution Collected 2011-2016

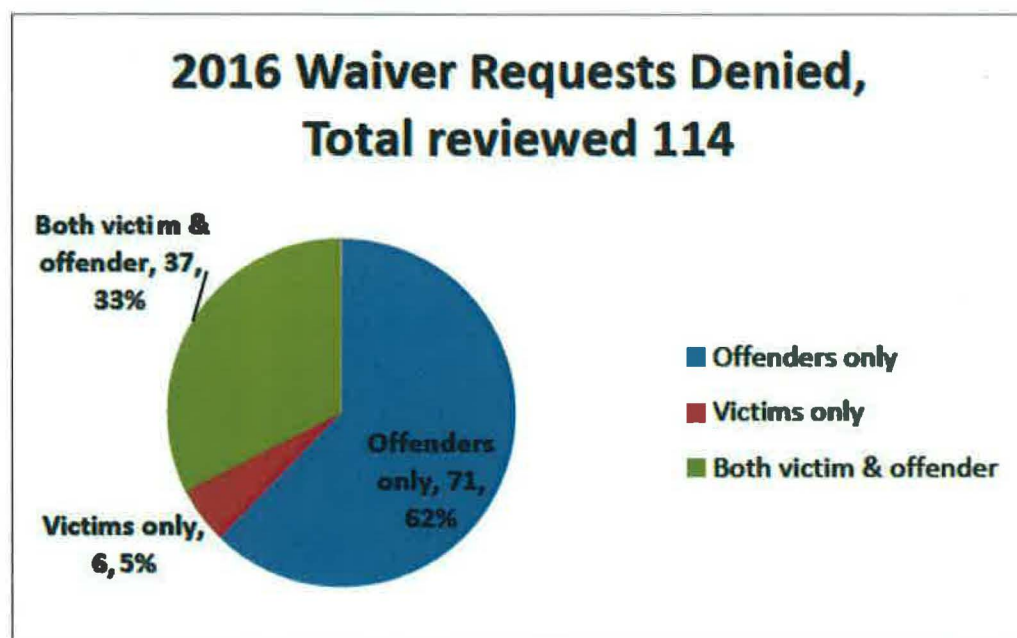
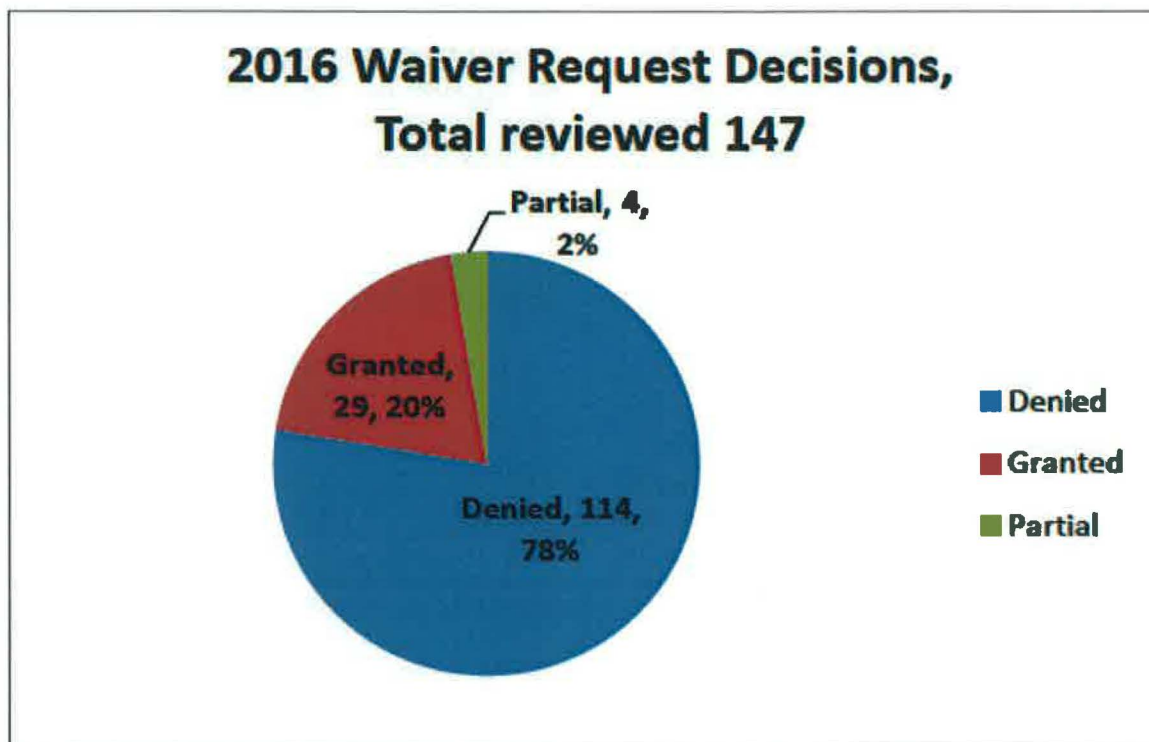


MONIES DISBURSED DUE TO ADVOCATE RESEARCH 2011-2016



Waiver Requests:

According to the mail, phone, and visit policy a person who has been convicted of or otherwise known to have committed domestic violence is prohibited contact with their victim unless a waiver request is approved by the Commissioner, or designee. The Director of Victim Services reviews all waiver requests as the Commissioner's designee. In 2016, 147 waiver requests were researched in the Office of Victim Services and reviewed (some cases had multiple requests with a grand total of 184 case reviews). The charts below will outline the waiver decisions from 2016. The decisions included 114 waiver denial decisions. Of those 114 waivers denied, 71 cases or 62% did not include requests from the victim and is a factor usually forgotten by many but is of utmost importance to victim services.



Maine Correctional Center

Submitted by Warden Scott Landry

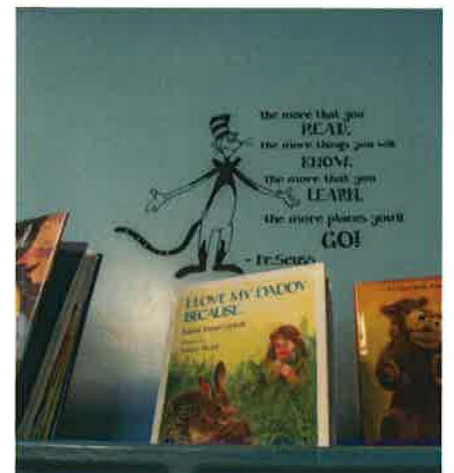
MCC Children's Play Areas

by Norene Hopkins, Photos by Vicki Burbank

It is not something you would normally see in a prison but it is something that is much needed. The children's play areas at MCC are now an essential part of visits. Trying to get a toddler to sit still for an hour long visit can be a task often times disrupting the entire visit room. Now the parents can have a place to take them where they do not have to sit still on someone's lap. They can get down onto the floor and do what kids do best - play.

With the help of a few of our great CTI crew, John Lebeda, Robert LeClair, David McCommish and Corrinne Bailey our play areas were created for both the Woman's visit area and Men's visit area. Walls were built, cameras were moved, new cubbies were built while some were re-purposed. Online shopping was done for inexpensive flooring, toys, and wall decals. Upholstery donated a rocking chair that was re-upholstered and the woodshop built 2 small tables with chairs for the kids and parents to use.

The Inside/Out Dads program is responsible to keep the men's area clean as well as the toys sanitized at least once a week.



MCC Promotions

Captain Promotion

Good Afternoon,

Today it is my pleasure to announce that Sergeant Christopher Garland has been selected for promotion to Captain. Sergeant Garland was hired in 2002 and he has earned an outstanding reputation as a knowledgeable, mature, reliable leader with a can-do attitude. Please join me in congratulating Sergeant Garland on his promotion. His start date as will take effect in the near future - date has yet to be determined.

Scott R. Landry, Warden
Maine Correctional Center

ALLISON STODDARD promoted from a Corrections Officer to Corporal
in the Special Investigative & Intelligence Unit (SII).



Warden reading Promotion Certificate

Pinning of Officer Stoddard by her Sister-In-Law
Jenna Schultz

Corporal Stoddard and Jenna
Schultz

CHRISTOPHER LUSSIER promoted from a Corrections Officer to Sergeant.



Warden reading Promotion Certificate.

Pinning of Officer Lussier by girlfriend Chelsea
Bilodeau.



LtoR: Father Jim; Brother Sgt. Jim, Sergeant Lussier, Chelsea,
Mother Gerry.

Bolduc Correctional Facility

Submitted by Susan Dumond

Projects that BCF was involved in during this past year.

Rockland Harbor Master and his crew of prisoners built this building to replace the old one. It is located at the Rockland Public Landing and many sailing vessels and cruise ships come in this port.



Boats for Bikes

Monies were made available through the MSP/BCF Employee Benefit Committee to contribute to this well deserved project.

Angela Smith from BCF purchased the bikes for the Employee Benefit Committee and Officer Larry Toler from BCF received the Bikes for the “Boats for Bikes” project.

The project called “Boats for Bikes” provides for needy kids in the local area. All bikes were distributed through the local grammar schools, with the school principals identifying needy children. The generosity of individuals in the mid-coast area has inspired this group of now high school seniors from Oceanside High School to continue this project through the Holiday season.





Rockland's Christmas Tree

William Robinson's crew of prisoners helped with assembling Rockland's annual Christmas Tree. This tree is made out of Lobster traps and is an annual event followed by the parade of lights to kick off the Holiday season.

Thanksgiving Celebration

Thanksgiving was celebrated at BCF by the kitchen staff decorating the serving table with festive vegetables grown here at BCF.



Randy Thomas and his farm projects

We have our young cow named “Dexter”. The officer who this cow was named after is very proud of him. We also have received many ducks and chickens that were confiscated by Animal Welfare. They are thriving here at BCF. We also have our three horses from Animal Welfare .



Total Community Service hours at BCF: 9,150.61

During the 2016 year at BCF we have had approximately 131 prisoners out on work release at different times and 35 different employers .



Downeast Correctional Facility

Submitted by Maggie Smith

DCF's 2016 Year in Review

Completed Capital Improvement Projects in 2016

- Prisoner work crews replaced the loading dock behind the Maintenance shop.
- Areas of hot top have been fixed at the Programs/Library building, the Rec building, an area in front of Dorm I and access to Dorm II.
- We got a new-to-us back hoe to replace the antique John Deere that has been highlighted in a past issue of DocTalk.
- A new High Efficiency System 2000 boiler was installed in the Programs/Library building.
- A new handicap ramp was built and new skirting was installed at the Administration building.
- Maintenance crews worked on moving equipment to clear an area for snow removal.
- Drainage and ditching work completed along Base Road.
- A manhole and French drain was dug to improve drainage between Dorm 3 and Recreational Building.
- Furnaces were cleaned.
- A new plow and new sander were mounted and rigged to fleet vehicles.
- New exterior doors were put on in Dorm 1, Dorm 2, Dorm 3, Main Control, and Motorpool.
- The roof on the backside of the Carpentry/Library building was replaced.
- A new entry was built in the Library/Programs building including new windows and doors.
- A new grinder was installed at the water treatment plant.
- DCF provided water to a drilling company to assist them in their monumental task of providing underground power to the Naval Base in Cutler.

Work Crews, Shops, and Programs (*DCF School update provided by Ann Grange, Teacher)

On January 21, 2016 in Machiasport, DCF assisted with a house fire that took the home of a family of 6. DCF provided 92,000 gallons of water in all from the DCF domestic water reservoir to the scene via community water tanker trucks and provided 2 DCF crew bosses along with 6 prisoners to assist with the clean up after

the fire was mostly contained.

DCF also provided a small work crew to the Machias Fire Department who requested clean-up assistance due to a house fire that happened on February 15, 2016 in Machias.

DCF's work crews performed a total of 16,566 hours of community service from July 2015 to June 2016 for local schools, non-profits, state, county and municipal agencies. Although DCF's active work crews have declined due to work release and vacancies, our remaining crews continue to showcase their dedication and talent with the projects they do for the community. The demand for DCF's public restitution is as great as ever.

- Interior renovation of the historical Station 98 Railroad Depot car in Machias for the Machias Bay Area Chamber of Commerce.
- Continued work at the Machiasport Town Garage and Fire Department.
- Swept the streets in Eastport.
- Worked on a building in Cutler operated by the Washington Hancock Community Agency. They did some painting, clearing out the building, and making improvements.
- Crews worked from Calais to Jonesport and points in between to open up state boat launches and state parks for the season.
- Finished the remodeling work at the Holmes' Bay Baptist Church.
- Painted at the Bay Ridge Elementary School in Cutler.
- Kept up on mowing 8 cemeteries, the Machiasport Town Office, and the Fort O'Brien Historical Site in Machiasport.
- Scraped and painted the lower levels of the Congregational Church in Machias.
- Painted the entire exterior of the Jonesport School.
- Bog bridging at Boot Cove Trail which is a part of the Maine Coast Heritage Trust.
- Painted, trim work, and built a fire escape at the Jonesboro Forest Ranger Station.

Continues.



DCF Year in Review (continued)

- Trail maintenance and building maintenance at Quoddy Head State Park.
- Split wood and worked on outbuildings at Cobscook Bay State Park.
- Rebuilt a porch and did some trim work for the Salmon Federation.
- Remodeled the basement of the Cutler Town Office.
- Painted at Machias Memorial High School and Rose Gaffney Elementary School.
- Finish work, trim work, windows and doors at Jonesboro Elementary School.
- Pulled the dock in over at Greenland Point.
- Rebuilt a handicap ramp for Town of Cutler.
- Built a gazebo at Sunrise Care Facility in Jonesport.
- Painted at the Harrington fire department.
- Sidewalk clean-up and general clean-up for City of Eastport.
- Swept and general clean-up for Town of Alexander.
- Cleaned, painted, and repair work for operation WHCA.
- Cemetery maintenance for Town of Wesley.
- Trim work for the Veteran's entrance at the Machias Town Office.

The Welding Shop engineered a custom set of exhaust stacks for a diesel pickup truck. Vocational Trades Instructor Walt Jessiman was given a picture with no dimensions to go by for this project. He and three prisoners under his instruction ran with the idea and after several hours, the end result was a functional headache rack/stacks (exhaust).

Walt and his prisoner students fabricated four stainless steel signs for the Upper Valley Economic Corporation, a non-profit organization in Sherman, Maine. These signs have since been put up and are in use in their respective towns.

In December 2016, the Carpentry Shop with Vocational Trades Instructor (VTI) Chris Sprague at the helm, along with the prisoner students, were in full swing with the annual production of a variety of wooden toys that were donated to the community as part of the 2016 holiday festivities that took place in Machias. Correctional Trades Shop Supervisor of our Garments Shop, Larry Bosse, along with his prisoner crew provided the stitched pillows and mattresses for the wooden toy beds that were made. Along with many

holiday activities for children to participate in, the Lee-Pellon Center in Machias hosted Santa Claus who passed out these toys to almost 200 children. Thank you to our local businesses involved for their various donations to DCF which continue to make it possible for us to produce these wooden toys for this annual event.

VTI Chris Sprague and his prisoner students also made a sign for the Downeast Salmon Federation.

*DCF school saw 10 students complete the requirements for HiSET. The most amazing aspect of an inmate earning his high school diploma is watching the transformation from start to finish. An inmate will come to the school saying he needs to complete his HiSET program so he can be assigned to an outside job or he simply wants a high school diploma for self-satisfaction. However, most of them preface this wish with: "but, I can't do Math, or I can't write-so I will never earn a degree." I always assure the student that he may be surprised at what he can achieve and we start where he is most comfortable. The excitement begins to grow when he has passed the first test and now he is motivated. With each new passing test score the self-esteem, pride and confidence grows. At the moment the student stands with a cap and gown on, holding his very own diploma and having me take his picture the transformation is complete. The mindset has gone from a slumped shoulder person whining that he can't do the Math or does not want to commit the energy, to an individual standing tall, shoulders back, extolling the virtues of earning a diploma and the casual: "Yea, I can do anything, I knew I could do this."

DCF has up to 75 inmates working in the community, so the school is always focused on fulfilling their education requirements and needs prior to working outside. We saw 5 more inmates partially completed with HiSET upon their release from the facility with a promise that they will complete the requirements for the high school diploma.

Retirements

Correctional Care and Treatment Worker Gary Ellis on April 1, 2016.

Correctional Trades Shop Supervisor Kevin Millay on June 24, 2016.



Carpentry Shop



Sign made by Carpentry Vocational Instructor Chris Sprague and his prisoner students for the Downeast Salmon Federation

Below: Wooden toys Carpentry Shop Vocation Trades Instructor Chris Sprague and his prisoner students made that were donated to the community for their 2016 holiday festivities in Machias



Have you seen the signs?

Stainless steel signs from DCF's Welding Program made for the Upper Valley Economic Corporation (UVEC) in Sherman, Maine. The photos were provided to Walt Jessiman, Welding Instructor at DCF, by Jill Ducharme of the UVEC. Take a look at the finished product in use.



Maine State Prison

Submitted by Warden Randall Liberty

Visit and Donation to the Homeless Veterans Shelter

During Veterans Day week, members of Maine State Prison visited the Bread of Life Military Veterans Homeless Shelter in Augusta. While donating more than five hundred pounds of food, the Officers toured the facility and met with Veterans. During the tour, Veteran Case Worker Elaina George explained operations, capacity and needs of the facility. Vietnam Veteran Robert Costigan and Gulf War Veterans Deputy Warden Troy Ross, Sgt. Mike Burns and Afghanistan Veteran Sgt. Averill met with the Veterans and gained a greater perspective of Veterans Homelessness issues in Maine. Future collaborations are planned for the future to support our homeless Veterans.



Maine State Prison: Agricultural Program

2016 began with renewed enthusiasm for the Agricultural program. Under the determined and watchful eye of Officer John Adams the Prison increase agricultural training and production and which has resulted in a significant increase of production. In January, agricultural instructors from the University of Maine Cooperative extension taught enhanced vegetable production and soil preparation. Twelve inmates work in the greenhouse and are engaged in vegetable production. In 2016, the Prison generated an estimated 6,000 pounds of produce. The team grew 600 tomato, 600 pepper plants, radishes, cucumbers and many varieties of herbs. Most of the produce was served in the inmate dining facility and 600 pounds was donated to the Salvation Army food pantry.

As part of the Agricultural program, the Prison now composts approximately 250,000 pounds of organics using both traditional and Kobashi methods. All food wastes are captured and processed for composting and used to augment and enhance the soil at the Maine State Prison and Bolduc Correctional Facility. In addition to composting, the prison has developed a vermi (red wiggler worms) system in which organics from the green house, the Special Management Unit and the administrative building are processed by the worms. The worm castings are utilized in the greenhouse and during vegetable production.



In 2017, we will expand our vegetable beds by approximately 800% and hope to grow 20,000 pounds of produce. We also are continuing our partnership with the University of Maine Cooperative Extension to further educate our program participants. The Intensive Mental Health Unit as part of their wellness program is producing their own herbs and seedlings and will be gardening a half acre on their own. We will also be keeping bees this spring. The Maine Department of Corrections has initiated a Statewide assessment of all agricultural efforts, equipment and resources and are making sustainable agriculture a part of MDOC's strategic plan. We also have begun preliminary discussions for a processing center, allowing long term use and storage of our produce. This system would allow for year-long use and storage of our agricultural efforts.



Holiday giving at MSP

This year the staff at MSP donated to local causes in the community to help them have a Merry Christmas during challenging times. This tradition of giving has been a yearly tradition at the Maine State prison for many years. This year the employees expanded their gift giving and collaborated to assist four groups.

- Adopt a family for Christmas from the Salvation Army. The family that was chosen for MSP consisted of a hard working single mother of three (two boys ages 6 & 11 and one girl age 10). The mother is working and struggling to make ends meet for her family. At the same time the family lost their health insurance. Four giant boxes filled with gifts for the three kids and mother were collected and delivered to the Salvation Army in hopes of easing the mother's worries and making Christmas happen for her family.
- Christmas for Paden. Paden is a local boy who has vanishing white matter of the brain. Paden has a shortened life expectancy (8-12yrs) because of this disease. Paden is 8 years old; he is not able to walk and has limited use of his arms. Paden's mother's full time job is taking care of her hero as he needs full time care and even the common cold is a life threatening situation for him that usually results in a hospital trip. Many gifts were given to Paden and his mom hoping to ease some of mom's worries so she can spend quality time with her hero.
- Two LEAD classes and one Composite class from a local school. The LEAD programs are a language-intensive program focusing on educational achievement and developmental skills. The students have multiple disabilities but primarily Autism. All of the students work on communication skills, social skills, academic skills, daily living skills, and community skills. The Composite classroom supports students whom have a wide range of disabilities and needs. Their disabilities range from Emotional, Intellectual, Autism, ADHD, ODD, or learning disabilities. All of the students participate in enrichment programs such as gardening, cooking, social skills and community trips to work on functional skills or to just help students feel safe and happy in their learning environment. Several large boxes of supplies, toys and goodies were delivered to these classrooms in hopes it will help with the students' growth and learning but also let the teachers and parents of the children know there is support from the outside.
- 13 year old girl who just recently found a home. A 13 year old girl who had never had a steady home was taken in by some amazing people. The girl had never known what it was like to have her own bed and when asked what she would want for Christmas she could not answer. Several items were collected for her and delivered to her by the family that had taken her in in hopes she will get to know what it is like to have her own things.

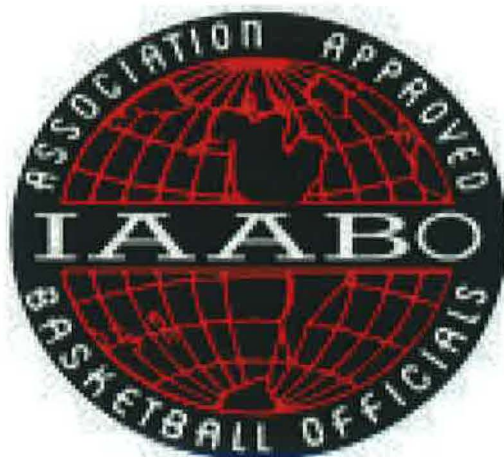
Upon delivery of the donations to their various locations, we found the receivers were overwhelmed by the amount collected. They were very proud moments for our staff, knowing that we work with some amazing people who come through when it means the most. We took on an enormous task this year with all the donating and collecting while still trying to prepare for our own families. The true impact of our efforts goes far beyond what we know.



Basketball Officiating Seminar

In December, the Maine State Prison hosted a three day basketball Officiating seminar. The prison was fortunate to have Recreational Supervisor Joseph Chaplain facilitate the presentation conducted by Maine Basketball Commissioner Peter A. Webb. Peter is a 54 year International Association Approved basketball Official member. He officiated high school and collegiate basketball for 43 years and served as an IAABO Board (#150 & #111) Rules Interpreter/Supervisor of Officials for 37 years. Peter has served as Maine Principals Association's State Basketball Commissioner for the past 24 years. His IAABO duties include writing continuous education and training materials, conducting and directing national and international clinics, seminars and officiating schools. Peter's honors include the following: IAABO President 2001; IAABO Life Membership; National Interscholastic Athletic Administrators Distinguished Service Award 1992; National Federation Officials Association Award 2000; NFHS National Hall Of Fame Inductee 2006; Maine Sports Hall Of Fame Inductee 2006; New England Basketball Hall Of Fame Inductee 2009; MPA's Hall of Excellence Inductee 2013; Maine Basketball Hall Of Fame Inductee 2015.

The seminar included classroom instruction, a written test and a practical exam. Ten offenders were certified in the class. Upon completion of the course, students are able to Officiate basketball games at the High School level. Thank you to Peter for his tremendous instruction, mentorship and volunteerism.



Leadership Academy

It is the mission of the Maine State Prison Leadership Academy to provide effective, relevant and proven leadership tools to today's Leaders and to prepare tomorrow's leaders for future assignments. The Leadership Academy provides both residential and distance learning opportunities and leverages lessons learned from tenured Leaders. In 2016, the Leadership Academy has offered the following courses:

1. 360 Leadership (Five Courses)
2. Foundational Leadership
3. Leadership 101
4. Seminar in Harvard Business Review Leadership Insights
5. Influential Leadership
6. Senior Leadership Seminar

The Maine State Prison Leadership team would like to extend its sincere appreciation to Training Manager Eric Bueno and Unit Manager Anthony Cartlidge for their instructional expertise. Additionally, we would like to extend our deep gratitude to Administrative Coordinator Robert Costigan and Captain Scott Drake for their sustained support of and mentorship during the past year of training. It is through their individual efforts, observations and mentorship that made the Leader Academy Successful.



Employee Profile

Officer Matthew Gerrish

Officer Gerrish has served at the Maine State Prison for twenty-six years. He began as a Corrections Officer at the Maine State Prison in 1992. During his career with the Maine Department of Corrections, he has served as Transport officer, Laundry Supervisor and currently as Activities Building Officer. During his career he was cited numerous times for outstanding performance and for his dedication to the Maine State Prison. He is an Officer that mentors fellow employees and can always be counted on to maintain the safety and security of the facility.

In addition to his service to the citizens of the State of Maine as an Officer, Officer Gerrish also served as a Soldier in the Maine Army National Guard. In the Army, he served as a Combat Engineer and Machinist. He retired in 2004 following 34 year career with the rank of Master Sergeant.

In his civilian life, Officer Gerrish has had a lifelong passion for wrestling. He serves as the president of the Ted Heroux Wrestling Club and has coached for many years. He coordinates and Officiates wrestling meets in the region and is a Trustee and Assistant Superintendent of pulling at the Union Fair.

The Maine State Prison deeply appreciates Officers' dedication and service to the citizens of the state of Maine, its communities and to our nation.



Officer Matthew Gerrish

Maine Criminal Justice Academy graduation day for Detective Andrew Ames on December 16th



(Left to right) Corporal John Merrifield, Detective Andrew Ames, and Warden Randall Liberty, all of the Maine State Prison.



MCJA Graduation Day, December 16, 2016.

Investigator Andrew Ames Graduates from the Basic Law Enforcement Training Program

On December 16th, investigator Andrew Ames graduated from Maine Criminal Justice Academy's 31st Basic Law Enforcement Training Program. This 18 week long residential training program serves as the foundational training program for all Law Enforcement Officers for the State of Maine. Investigator Ames graduated with 60 other Officers from the Maine State Police, Maine Warden Service, and numerous other Departments. The training received by Investigator Ames included, Constitutional Law, Maine Statutes, Self Defense, Firearms and Emergency Vehicle Operation. Detective Ames has served at the Maine State prison Since December of 2003, was promoted to Corporal while serving on with Interior Perimeter Security.

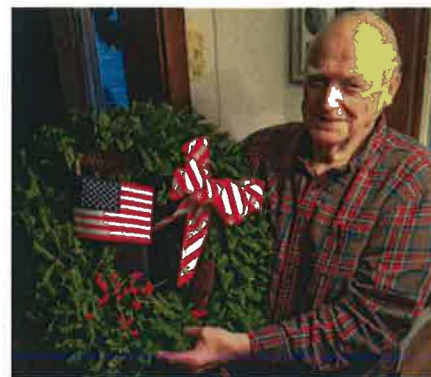


Holiday Wreath Project

As a gesture of our gratitude and appreciation, employees from the Maine State Prison and Bolduc Correctional Facility partnered to assemble, decorate and distribute Holiday Wreaths and baked treats to Military Veterans. Correctional Trades Instructor Bill Robinson of the Bolduc facility along with his work crew, harvested spruce tips and assembled the wreaths. Personnel from the prison decorated the wreaths, baked cookies and delivered the twenty-two wreaths to very appreciative veterans and their widows. The deliveries were made to Veterans that served our nation in World War II, Korea and Vietnam.



One World war II Veteran indicated in an appreciative letter to our staff that “He was deeply moved that you and your staff would think of me during the holidays”. Another Veteran wrote “I could not believe that people in this day and age would take the time to remember me”. He went on to remark and “that no one has ever recognized my service this way.” This event was a tremendous success and was an honor to all employees to recognize our deserving Veterans.



From a grateful nation...



DW Troy Ross
US Army Engineers
1987-1991
Korea, Saudi Arabia, Iraq, Costa Rica, Guatemala



Honoring Our Veterans

During the month of November, the Maine State Prison honored its Military Veterans through the creation of a Veterans Honor Wall. Sixty Five employees of the Maine State Prison have served their nation in Vietnam, Iraq, Afghanistan, Bosnia, Korea and throughout the world. The wall depicted service photos and a biography of their service to our nation. A big thank you to all of our Employee Veterans and for all that assisted in the assembly of the wall to honor their service.



SPC Chad Benner
8 years, Army Engineer Combat Heavy
Iraq, Kuwait



Chris Rocque
US Navy NMCB27
Builder in the Seabees
Port Hueneme, CA



Eric Crabtree
Army
OEF 13-14
Afghanistan



Harold Abbott
U.S. Army
Tanker





Adult Community Corrections • Region 1

Submitted by Carol Carlow

YEAR OF MANY CHANGES

The word “change” seems to be the ruling factor in Region 1 A for the year of 2016. Big changes from new management running the ship to smaller but not insignificant changes of staff and case assignments. There were times when the sea got rough and stress levels escalated, but through it all everyone managed to keep their cool and carry on in a truly professional manner. And now we can all look forward to going into the new year with all the changes in place for smooth sailing ahead.

Staff recognition was brought to the forefront this past year on several occasions. In January Denis Clark, Marc Montminy, Johanna Rozzi and Alicia Cummings were presented recognition letters for outstanding job performances.

At the March staff meeting, Chuck Grenier, Mason Shepard, Barbara Nichols and Patty Keaney were also recognized for all their extra effort exhibited during this time of change. Once again this year, two officers PPO Trisha LeDoux and RCM Kim Snead-Blake represented Region One in the very successful Take Your Daughters and Sons to Work Day held April 28th at the Maine Correctional Center in Windham. A big adjustment was then required with the re-alignment of officers and districts that took place effective August 1st and Oxford and Franklin Counties became part of Region Two and we had to say goodbye to Michael Downs, Jennie Meserve, Mary Ellen Savage, Troy Sterry and Sue Wiechman.

A year of hard work deserves a time to chill out and celebrate Community Corrections Week held July 13 at Wolfe’s Neck State Park in Freeport. Besides an abundant buffet to enjoy and laughter filled games of “Corn Hole”, the following staff members were presented with plaques for their dedication and commitment to the Department throughout the year. The recipients included PPO Gary Thorpe, POA Mason Shepard, Officer Associate 11 Patty Keaney, PPO Roxann Parker, RCM Kim Snead-Blake, PPO Steve Onacki, PPO Mike Lyon, PPO Catherine Fisher and PPO Mike Hult.

In September RCM Matt Nee, PO Kelly Prentice and PO Mike Lyon were presented Awards of Excellence for the professionalism displayed in their handling the incident of bodily fluids in the waiting room on September 13th of this year. An admirable and professional job from start to finish.

Our final staff meeting for the year was held on December 14 and after working through the scheduled agenda, a holiday luncheon was held for all to enjoy. What will the New Year bring? That’s a difficult question for anyone to try to answer. But one thing is for sure, the staff will face it head on with the same level of enthusiasm and professionalism that carried us through this past year with all its many changes.



Prison Industries Programs

Submitted by Scott Reiff and Ken Lindsey

MSP Industries Year End Review

2016 found an array of special projects going on within the MSP Industries department. The program built canoe paddles for Trekkers (Trekkers is a non-profit, outdoor based mentoring program that connects young people with caring adults through expeditionary learning, community service and adventure based education), the paddles were designed and painted by artists throughout the State. The completed paddles were auctioned off and the proceeds were used to help fund the many worthwhile projects. Industries also worked with the Saco Downtown Committee and built Adirondack chairs that Southern Maine artists painted and decorated that were then auctioned off and that was a huge success, we have been contacted about working with them on another project this year.

A project that we were honored to help with was the Vietnam Memorial Moving Wall, BCF Industries led by CTSS David Lavoie built over 200 feet of walkway and a ramp so people could view the wall up close while it was on display at the Knox Museum in Thomaston.

40 birdhouses built in the woodshop are being used on a movie set as props for the upcoming series American Gods being produced for the Starz movie channel, set to air in late 2017 the series is based on the book by author Neil Gaiman and the hero of the story starts out working in a woodshop much like our own at a prison.

We had 2 retirements in our program CTSS William Miller and Showroom Manager Ron Secord both retired in September. We welcomed CO Scott Norris as the new CTSS in our Finishing Shop and he is already doing a great job and fitting in well and we are working on hiring a new Showroom manager.

Staff have been quite busy and with the challenge at times of being short staffed have really stepped it up and met that challenge. Machine Shop CTSS Chuck Thayer has been busy acquiring newer and safer machinery for the woodshop and this has led to a safer and more productive shop. Wood Shop CTSS Adam Robinson has been very busy working with customers on special projects. Upholstery Shop CTSS Ed Mayer has been busy working with an outside furniture maker providing cushions through the PIE (Prison Industries Enhancement Certification Program), the only certified PIE program at a State Correctional Facility in New England. Tool/Stockroom CTSS Darrell Curtis has been busy changing over tool inventories to be more computerized- during the past ACA audit the auditors were amazed how well Darrell's electronic tool inventories were. With the retirement of Showroom Manager Ron Secord, Showroom staff Tim Kimball and Roy Walston have done an impressive job keeping things moving at the store while the search continues for a new manager, a big thanks goes to Laundry CTSS Walter Robinson as he volunteered to help at the showroom for the past 4 months and did a great job filling in. We have a great team and they keep everything on track and running.



MAINE

Prison Industries.



Adult Community Corrections • Region 2

Submitted by Susan Gagnon, RCA

Region 2 Adults Year in Review

Another year has gone by and this is a perfect time to reflect on all that has gone on in the region. We get so busy with the day to day work that it's nice to see the great work that the region accomplished throughout the year. The staff in Region 2 is dedicated not only to clients but to the communities they work in and to each other. They can often be seen working with local law enforcement one day on house checks and then the following day, attending a team meeting on their client. The staff wears many hats in their daily duties and can seamlessly move from one to another.

2016 was a year that the region grew. As part of a community re-organization, jurisdiction & supervision of the S.Paris, Mexico and Farmington offices were transferred to Region 2. Regional Correctional Manager Sue Wiechman, Probation Officer's Troy Sterry, Jen Meserve & Mike Downs, along with Probation Officer Assistant Mary Ellen Savage joined the region and we are happy to have their expertise and experience. Additionally, Steven Howe and Brian Castonguay were hired as Probation Officer Assistant's to the Lewiston and Augusta office respectively. They both have experience working in correctional settings and have done a tremendous job.

Merrell Reeves and Michelle Urbanek were both promoted to Probation Officers during 2016, after serving as Probation Officer Assistants. They both had a goal in mind and worked diligently to achieve it. Congratulations to both of them on their hard work!

Several staff across the region participated in the Law Enforcement Torch Run for Special Olympics. Probation Officer Mark Fortin ran in his 28th Torch Run and in other areas of the region were Probation Officer's Michelle Urbanek, Nicole Lenda and Matt Kennedy.

Project Plant a Seed had a successful second year. Located at the Skowhegan office is the garden which

serves many purposes. It is used a graduated sanction, promotes responsibility, self-giving and how to work as a team. The program teaches important skills that can be used in future employment, education and for self-growth. The garden supplies fresh produce to local food pantries and needy families in Somerset and Kennebec County. This year it yielded 2,129 pounds of fresh, locally grown produce.

In July, the office celebrated Probation and Parole Officer Week by having their staff meeting at Lake St. George. It was a perfect opportunity to thank all of the staff for their hard work and enjoy a great BBQ. Families were encouraged to attend and there was a lively game of water balloon toss. Probation Officer Chris Dumas appeared to have the longest toss of the day!

With the Fugitive Unit up and running, there was recruitment of Probation Officers from each region to assist the division. Mark Fortin, Craig Ladd and Matthew Kennedy were selected from Region 2 and have been active over the past year. Once their initial training was completed, they have been called into service to assist the Fugitive Unit. This is in addition to their "normal" duties of a probation officer and speaks to their dedication of public safety.

October was a busy month with several staff attending the New England Council on Crime & Delinquency 77th annual conference. Probation Officer's Jodie Johnson, Robert Omiecinski, Chris Dumas & Mike Downs attended, as well as Regional Correctional Manager Robert LaPlante and Regional Correctional Administrator Susan Gagnon. Probation Officer Jodie Johnson will serve as the Maine Chair for the planning of the 78th annual conference which will be held in Maine in November of 2017. RCA Gagnon was selected as President of NECCD for this year and will assist board members from across the New England States in planning for the conference. The theme of



the conference will be: *Identity Crisis – Both Sides of the Badge, Balancing Accountability & Rehabilitation*. We hope to see you at the conference.

The Dempsey Challenge was also held in October and Region 2 participated as a team called “Blue Light Special “. The team raised \$1,665.00 for this worthwhile cause, with Officer Assistant Christie Greene & Probation Officer’s Jason Taylor, Jen Choate, Matt Kennedy, Craig Ladd, Mike and Tiffany Simoneau participating in the run. The team motto was One Team One Fight and they ran as a group supporting each other. The team shirts gave tribute to those people they ran in honor or remembrance of.

Regional Correctional Manager Sue Wiechman attended a 40 hour ACA Leadership Development Course that included representatives from the adult facilities, Central Office and Community Corrections. This course was designed for correctional agencies and was intended to build and enhance supervisor’s skills. Training topics included: The Dynamics of Teambuilding, Assessing Organizational Culture and Putting It All Together. It was a great opportunity and Community Corrections was grateful to be included.

Throughout the year several staff was recognized for their outstanding work. Probation Officer’s Merrell Reeves and Jason Taylor assisted a client that was suicidal and exhibiting self-injurious behavior. Phat Tran was given special recognition for his hard work in several of the region 2 offices. He assists in numerous remodeling projects for the entire department and worthy of recognition. Probation Officer’s Michelle Dubay and Nicole Lenda were given awards for providing assistance to a community member during a medical emergency. Regional Correctional Manager John Lorenzen was given the Old Sarge Award from the entire region. He is a dedicated employee who believes in the mission of the department and such a strong advocate & coach. Probation Officer Ashley Gaboury was asked to be a member of the Adult Drug Treatment Courts Advisory Committee by Justice Mills on behalf of Chief Justice Sausley. This is affirmation of the work she does with the courts and her dedication.

Reasoning and Rehabilitation 2 has been rolled out state wide, with Probation Officer Joyce Williams and Community Partner Carol Carothers delivering a “Train

the Trainer” class at Central Office. Groups are now being held statewide, with Probation Officer’s Joyce Williams, Tony Prest, Chris Dumas, Michelle Dubay & Merrell Reeves in Region 2 alone.

The staff is completing all of this while assisting 2,712 clients in Region 2 through their period of Probation while not compromising public safety. Utilizing the MIRRM principals to collaboratively manage the relationship between risks and needs with the individual, promote change, reduce recidivism and have the clients go forward in their lives with the tools that will make them better able to succeed.



MAINE

Prison Industries.

 Duck	 Fisherman
 Ball Cap	 Wood Bowl
 Jet Fighter	 Bird House

maine.gov/corrections/industries

Woodshop - MSP, MCC, CCF Garments - MCC, DCF Re-upholstery - MCC Embroidery - MCC		License Plates - BCF Wood Harvesting - CCF Upholstery - MSP Engraving - MSP
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Adult Community Corrections • Region 3

Submitted by Lisa Hall

Annual Craft Event

Rockland Staff held their annual Craft Event with our Probationers and their children. This opportunity provides families with a fun event to spend time together making ornaments and cards to share with their loved ones. Snacks are provided for them to enjoy while crafting and they are sent home with a snack bag to have at home.

Pic 6469- Our craft room is ready and waiting for smiles and laughter.

Pic 6480- Corp. Michael Manders assisting families crafting

1726-Corp. Michael Manders assisting one of our little crafters.

1729-Secretary Laurie Lamb helping a little crafter.



Our craft room is ready and waiting for smiles and laughter.



Corp. Michael Manders assisting families crafting



Corp. Michael Manders assisting one of our little crafters



A snapshot of colorful craft materials.



New Lincoln Location!

Adult and Juvenile Community Corrections recently moved to new space in Lincoln. The office provides a great working environment and much needed safety features.



New location



Waiting room



Reporting room



Secure window to receive and serve the public

Adult Community Corrections had a great year with promotions, new hires and staff becoming instructors and others taking on additional assignments.

- RCM Scott Lewis was hired in late December 2015. He manages the Bangor Office.
- PO's, Adam Pinette, Chad Cooper, Chris Donahue and Kurt Dyer completed training at MCJA, graduated and hit the ground running.
- PO's Corey Day and Don Muth were selected to become Field Training Officers.
- Safety Improvements and upgrades were made to the Bangor Office thanks to Phat Tran!
- RCM Matthew Magnusson graduated from the "Leadership in Police Organizations" thru the MCJA.
- PO Corey Day delivered the address to graduates of the 2016 Academy which included several of our own new Probation Officers.
- Reasoning & Rehabilitation 2 groups began in Bangor and Belfast with PO's Jeffrey Vance and Lori Lamma as well as POA Amy Richard providing the instruction.
- PO David Cyr was hired as the Sex Offender Specialist for Waldo/Knox and PO Kurt Dyer went from acting capacity to full time PO covering the Ellsworth Office.
- PO's Corey Day and Eric Legassie were chosen to become firearms instructors.
- PO Eric Legassie assumed the Penobscot County Drug Court duties.
- PO's Jenna Spoto, Dennis Haislet and Tim Quinn along with RCM Matt Magnusson completed the initial SOTIPS training.
- POA Lisa Hall was selected to instruct the Duluth Model of Family Violence at the Bolduc Correctional Facility.
- Washington and Aroostook County PO's and RCM Mary Jones attended training in Presque Isle on "Emotional Survival for Law Enforcement Officers." The speaker was Dr. Kevin Gilmartin who is one of the most heavily sought LE instructors in North America and authored the book Emotional Survival for Law Enforcement.

Demonstrating Gratitude

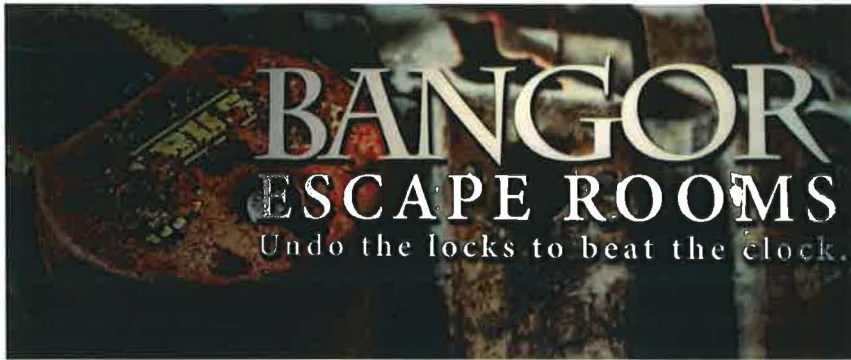
Rockland Staff continued their tradition of thanking our Law Enforcement Community for their support and assistance. We baked several dozen cookies that we delivered to each Department in Knox County. We also include our local Court Staff.



Year End Contributions

I just wanted to follow up to thank you all for dropping by today with all the items for the Santa's workshop. The kids will be thrilled with all the toys and games, and I did not realize how much you had added in the for the parents as well! We only had a few things for each family, and will now be able to give them each gift cards to have a nice dinner out while they are here, much needed cards for coffee so they can keep going, gas cards to get home, and actual gifts. This is such a huge support; it will be sure to make their Christmas special!

Thank you so much for this tremendous support. Happy holidays!



At our end of the year Holiday Staff meeting we were treated to a very fun team building exercise at the Great Escapes. Staff was divided into 3 teams. Each team had to work together to "Escape" from your room!



Our end of the year holiday gathering provided us the opportunity to give back to the community. This year we made contributions to the Bangor Ronald McDonald House located in our Region. We received the following very thoughtful thank you for our gift giving.



Long Creek Youth Development Center

Submitted by Anne Allen & Deb Barrows

Employee of the Month for November 2016 is presented to JPW Jake Ricciardi

Jake was nominated for Employee of the Month by a co-worker who writes:

“Jake started off as a Gap line staff then went into the Rec position. Even though Jake is a “Rec Staff”, he is always willing to help throughout the facility. Jake helps out unit staff with checks, escorts, or anything else that is asked of him when staffing is low. When situations are happening throughout the building, Jake often offers his help to the FOS or staff.

Jake is always involved with many other programs that the Rec Department offers, offering to alter his schedule so that some programs can happen. Jake is not only a great co-worker, but he is a great soccer and lacrosse coach and mentor. Jake is always willing to talk with residents when they appear upset or frustrated. He will often help residents who are struggling by letting them clean the gym or finding something constructive for them to do. Jake comes to work with a smile and great work ethic.

Long Creek Youth Development Center wishes to extend to you our sincere appreciation for a job well done.



Employee of the Month for December 2016 is presented to JPW Chad Young

Chad was nominated for Employee of the Month by a co-worker who writes:

“Mr. Young has covered the Cedar Unit for a while now and has handled multiple shifts where the JPS is regularly out of the unit for ICS calls. He is able to maintain a calm attitude when residents are escalated and de-regulated due to changes in scheduling, gap staff, and negative situations in the unit. Regularly, education and treatment staff make note of how he verbally handles residents in a respectful manner.

To top it off, Mr. Young exhibited patience and impressive de-escalation skills with perseverance during the facility-wide lockdown/search, handling a high profile resident with significant assaultive, aggressive and self-harming behaviors. Mr. Young is a solid and important member of the Cedar Team.”

Long Creek Youth Development Center wishes to extend to you our sincere appreciation for a job well done.



2016 Maine State Employees Combined Charitable Campaign (MSECCA)

On Thursday, December 8, 2016 Long Creek employees held a Chili, Chowder, and Soup & Stew Cook off as part of the MAINE STATE EMPLOYEES CHARITABLE CAMPAIGN (MSECCA). Employees were able to buy lunch for \$5.00 which included bowl of their choice (chili, chowder, soup or stew), roll/biscuit and bottle of water. Desserts and complementary food items were available for an additional cost.

Ten staff members donated crockpots for the competition:

Amy Martino – Cowgirl Chili
Nicole Chaison – Moroccan Chicken Stew
Peter Johansson – Salmon Bisque
Melanie Cardus – Chili
Peter Hennessey – Steak Chili
Leah Glazier – Corn Chowder w/mushrooms
Gayle Holmes – Haddock Chowder
Susana Delapena – Turkey Chili
Bev Grant – Chicken, Cheese, Corn Chowder w/Bacon
Janice Sabin – White Bean Chicken Chili

Judges were: Superintendent Jeff Merrill, Food Service Manager Jeffrey Lacombe and Culinary Arts Teacher, Chef Steve Ogden. Gayle Holmes who made an amazing Haddock Chowder was the competition winner. Congratulations Gayle!

Cook Off Committee Members were: Susana Delapena, Bev Grant, Courtney Joyal, Barbara Libby, Andrea Ray-Bolduc, and Rebecca Tarpinian. Long Creek raised \$375.00 which was donated to the American Foundation for Suicide Prevention.

A special “Thank You” to Bev Grant for organizing the fundraiser!!

The Retirement of JPS Art Strout

Harry J. Stuart, LCYDC Vocational Trade Instructor

I still find it hard to believe that JPS Art Strout is gone. He had been here so long he was almost like a fixture of time for some of us. He left behind a legacy of compassionate dedication that served the LCYDC community well for the past 38 years. He took with him an uncompromised standard of professional integrity and his own style of social graciousness. I can still remember the day when I first met him up in cottage 5 on the hill of the old MYC campus. He had been appointed to the old wood shop as security staff and later became the JPS assigned to the carpentry program. He took his assignment seriously and took ownership in promoting safety and security awareness in the shop as well as the educational intent of the program for almost the past 17 years.

I realized early on that Artie had a great rapport with the residents. I think that was purely intrinsic to his desire to work with our kids. He eventually learned enough about woodworking to grow into a second wood shop instructor for the carpentry students. But his real passion for music was the inspirational motivation for him to teach some of our residents the ability to play the guitar and there lies the immortality of teaching. Most of us will always remember seeing Artie around here sitting with a resident and strumming one of his many guitars. I'm sure there are many out there with stories that are still playing the guitar today thanks to the efforts of Mr. Strout. We never forget those who took the time to share their knowledge with us and helped us to hone a skill for doing something we truly enjoy doing. It is easy to understand why someone like Mr. Strout will be missed on so many different levels and by so many affected co-workers and residents alike.

When a co-worker leaves a job, they are missed for different reasons by different people, because it depends on the working relationship you might have had with that co-worker. For all those who knew Mr. Strout and worked with him, I'm sure he is missed. I happen to miss the comradery of working with someone who had a shared vested interest in the carpentry/building trades program at Long Creek and also knew the entire tool inventory. I will not forget how Artie always impressed me with his depth of knowledge in rock music history, and I will also miss our ongoing thought provoking discussions on politics and the play of the New England Patriots. For some of us, JPS Art Strout may be gone, but it will certainly be a long, long time before his presence at Long Creek has been forgotten.



Region 1 • Juvenile Community Corrections

Submitted by John Coyne

Region 1 Juvenile Field Services Year in Review

JCCO Brian MacDougall was invited to a weeklong training in Jacksonville, FL sponsored by the U.S. Navy. There were many components to the training including classroom and fitness. The food was reported to be great also by JCCO MacDougall.

RCA John Coyne worked on bringing a presentation to Region I on Violent Extremism and Youth Radicalization. This presentation was delivered by Heather Putnam of the US Attorney's Office along with FBI Agents Nathan Jacobs and Matthew Southard.

JCCO's Jen Chon, Carol Large and Melanie St. Pierre met with the Southern Maine Youth in Transition Network's (SMYTN) Community of Practice Group. The JCCO's are continuing work with DHHS and other service providers to reduce the number of transitions that youth in State care experience.

JCCO Sean O'Keefe led a day on the lake with the In His Wakes Program and many Staff from our Region I York County Office. The program is a non-profit organization that works with at risk youth throughout New England. Both youth from the Facility and the Community were provided with the opportunity to participate and experience water skiing, tubing, knee boarding and swimming. In His Wakes message to the youth was, "Get Off the Dock!!" both figuratively and in life providing the Youth with self-esteem based messages to try new things. These youth that participated talked about being able to experience this was great and if not for this program they would not be able to have such a memorable time on the lake.

JCCO's MacDougall, Maura Douglass and Beth Fawcett along with RCM Mack all attended a meeting at Elizabeth Chapman's home in Cumberland, ME to review the work that the Portland Center for Restorative Justice (PCRJ) had completed in their 2015-16 work plan. JCCO Douglass continues to be the liaison between the PCRJ and Region I.

The York County Office held their annual COOK OFF inviting York County SRO's to the event to thank them for the work that they do with our youth.

The Region I Summer Meeting was held at Jen Chon's beautiful new home. It was a potluck lunch with some great offerings. JCCO's Stephonne Young and Dana Fournier were hard at work at the grill. That was greatly appreciated and their efforts were appreciated by all.

The Cumberland County office participated in a Restorative Justice Training at the First Parish Church of Portland.

In September, a New Mainer Community OutReach group began meeting in the Cumberland County office. RCM Mike Mack was our point person. The focus of this group will be to provide education to the Juvenile Justice System about customs, challenges and culture.

JCCO David Clock was the first JCCO to experience using the Electronic Monitoring with a youth client. RCM Mike Mack provided support to JCCO Clock throughout this process.

JCCO's Beth Fawcett, Neil MacLennan and Scott McDonald were certified as OC Spray Trainers as a result of



Juvenile Field Services Year in Review (continued)

attending a Training at the Maine State Prison.

The York County Office also collaboratively worked with the Volunteer Services of the LCYDC and helped out some families in need in York County this year. Families were appreciative of the assistance that they were provided with. The Staff also felt good giving back to the communities that they work in.

THE BIG MOVE:

The Region I Cumberland County office made a historic move during November of 2016. After nearly 20 years at the 629 Westbrook Street South Portland address we moved into a top notch building in Portland at 135 Presumpscot Street. We are now located in the Grand Trunk Building on the property. This property is also home to the Maine Revenue Service, Bureau of Motor Vehicles, and Administrative Office of the Courts. It took many staff to make this happen. Todd Cummings had great vision and understanding of what space would need to look like to accommodate us. Mark McCarthy, Jen Michaud and Scott Goulette offered great support throughout the process. Associate Commissioner Colin O'Neil supported this move whole heartedly. Our Cumberland County staff also jumped in with both feet during the transition. I also need to recognize the MCC Staff and Residents for the part they played in moving us into our new space. Region I Juvenile Field Services also hosts a DHHS Liaison, MDOC DMC Coordinator and Tri- County MH with their MST teams. Together we are striving for better youth outcomes.

Our NEW space at 135 Presumpscot
Street in Portland, ME:



Our Former office Space at 629 Westbrook Street in South Portland



Region 2 • Juvenile Community Corrections

Submitted by Afton Sinclair

Region 2 Juvenile Year in Review

Earlier in the year, Region 2 opened a new office in Damariscotta. This created a central location for JCCOs covering surrounding areas to hold preliminary interviews and reporting. We have also welcomed two new JCCOs to Region 2. They were sworn in on January 3, 2017. We welcome Mike Murphy and Nate Gagnon to Region 2! Nate was one of the winners of the ugly sweater contest at our annual Christmas party, along with Jared Eaton. This was a great opportunity for us to get to know our newest officers.

Mike has 15 years of State Service and has worked part time for the South Portland Fire Department for 23 years. He has a BA in History and Political Science from Franklin Pierce College and He has held the position of JPS and JPW at LCYDC working with high risk clients.. His training begins on Dec 5th.

Nate has 11 years of state service and has held positions at LCYDC as JPS and JPW. His most recent position is with the Juvenile Justice Advisory group as the Compliance Monitor. Nate has a AA in Liberal Studies from SMCC. He will also start training on Dec 5th.

Another opportunity arose for JCCO Jay Pennell, who has now accepted a position with JJAG, and we were fortunate enough to reconnect with him during his presentation at the training portion of the December staff meeting.

We look forward to what the New Year has to bring!



R2J Christmas Party



FRONT ROW L to R: Nate Gagnon, JCCO; Jared Eaton, CRS; Anne Miller, JCCO; Denise Cross, JCCO; Chris Dillman, JCCO;
BACK ROW L to R: Sue Smith, RCA; Steve Labonte, JCCO; Roberta Ogborn, JCCO; Joan Dawson, JCCO; Tara Ennis, JCCO; Pauline Ayer, Office Associate II.

Ugly sweater competition winners, honorable mentions



Region 3 • Juvenile Community Corrections

Submitted by Darrin Constant

JCC Annual Christmas Party

Region 3 Juvenile Community Corrections held their annual holiday Christmas staff meeting on Friday December 16th. This time it had a Wild, Wild, West theme. Staff dressed in their best western attire and was voted on by their peers for best dressed. RCM Josh Ash and JCCO Val Norman took the prizes for best costumes. JCCO Dan Delahanty continued his “most creative” win streak by dressing up as his version of a “Western Omelet”.



2016 Wild Wild West Christmas Tree.





(Standing Left to Right) Anita Hood, Peggy Cleary, Sue Colson, Julie Bjelko, Roy Curtis, John Bennoch, Troy Varney, Dan Delabanty, Warren Brown, Josh Ash, Galan Williamson, Darrin Constant (Kneeling Left to Right) Julie Leavitt, Denise Deschaine, Val Norman, Kelly Nightingale.



(Left to Right) JCCO Dan Delabanty, JCCO Val Norman, and RCM Josh Ash.



Maine Juvenile Justice Advisory Group

Submitted by Jay Pennell

Year in Review, 2015-2016

- Barry Stoodley, Retired Associate Commissioner for Department of Corrections Juvenile Services, was re-elected JJAG Chair. Ned Chester, Esq. was re-elected Vice-Chair.
- The JJAG moved to a committee structure to more efficiently meet its objectives. Committees include:
 - o Disproportionate Minority Contact o Youth Engagement
 - o Training and Education
 - o Nominating
 - o Legislative
 - o Marketing and Outreach o Systems Improvement
- Membership grew to 28 members, up from 15 over the course of this reporting cycle.
- The JJAG was awarded \$400,194 pursuant to the OJJDP Title II Formula Grant Program. The Juvenile Accountability Block Grant (JABG) and the Title V Community Delinquency Prevention Grant were not funded by Congress in 2015.
- In April 2015, the JJAG brought Karen Williams, MSSW, to Maine to present “Developmental Approach to Reforming Juvenile Justice: Simple Explanations of the Scientific Underpinnings” for staff at both Long Creek and Mountain View Youth Development Centers and to Juvenile Community Corrections Officers, attorneys, guardians ad litem, victim advocates, school staff, clinical staff and others.
- A 2015 report by the University of Southern Maine Muskie School of Public Policy, “Disproportionate Contact: Youth of Color in Maine’s Juvenile Justice System,” was funded by the JJAG and won national critical acclaim. The report is being used by JJAG and Maine Department of Corrections Division of Juvenile Services “to ensure that all justice-involved youth experience a fair, equitable, and responsive justice system, across race, ethnicity, gender, geography, and offense.”
- Maine was found to be in compliance with the core requirements of the Juvenile Justice and Delinquency Prevention Act
 - o 142 inspections were completed
 - 2 juvenile detention facilities
 - 3 state police barracks
 - 3 state game warden stations
 - 2 university publicsafety stations
 - 1 sheriff substation
 - 15 county jails
 - 23 district courts
 - 93 municipal police departments
 - o 2 law enforcement agencies added secure devices since last inspection (Eliot PD, Kennebunkport PD)
 - o 2 law enforcement agencies removed secure devices to be re-classified (Windham PD, Livermore falls PD)
 - o 1 police station converted to a sheriff substation (Swan Island PD to Hancock County Sub-Station)



o 2 law enforcement departments were de-certified and may no longer utilize their secure holding areas for juveniles(Presque Isle PD, Van Buren PD)

• The JJAG took advantage of several learning opportunities

o Coalition for Juvenile Justice Youth Summit, The Time is Now: Creating Change with Young Emerging Leaders

o Models for Change Conference: A Decade of Juvenile Justice Reform

o Lives in the Balance 5th Annual International Summit on Non-Punitive, Non-Adversarial Interventions for At-Risk Kids o From ACEs to Resilience: Promising Practices for Thriving Communities

o Maine Youth Court Summit

o Coalition for Juvenile Justice, At the Forefront: Emerging Challenges and Solutions to Reforming Juvenile Justice

• Strategies for Youth: Policing the Teen Brain Training implemented

• Community Justice Network of Vermont (CJNVT), funded by the JJAG, performed a statewide assessment of restorative justice in Maine. CJNVT has provided JJAG with a comprehensive report, “An Initiative to Develop a Sustainable Restorative Juvenile Justice System,” that in collaboration with state and youth serving agencies will allow expansion of restorative practices throughout Maine.



Members of the Maine Juvenile Justice Advisory Group attended Collaborative and Proactive Solution's sixth annual International Summit: One Light Shining on November 4th in Portland, Maine.



Employee Service Anniversaries for the months of November and December 2016

Facility Key

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

5 Years

Gary W Hill..... BCF
Jodie M Johnson..... R2A
Jill M Rush-Donohue..... MCC
William L Segler MCC
Luke O Monahan..... MCC

10 Years

Martha Boynton MSP
Michelle M Mclauchlan SMRC
Nathan M Terrio MV
Jennifer L Michaud CO
Charles McGowan LCYDC
Darcy C Letourneau R2A
Amanda Wesslign MCC

Gretchen M Staples MCC

15 Years

Timothy E Huntley..... MCC
Carl L Bustard, Jr MSP
Doris C Darling..... MV
Gerald E Merrill, Jr..... MV
Michael J Bathory..... MCC
Denis R Clark R1A
Christian Melquist..... MSP
Mary L Brochu DAFS

20 Years

Dennis J Ruel..... MCC
Donna L Cote..... CO

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.

More Than 25 Years

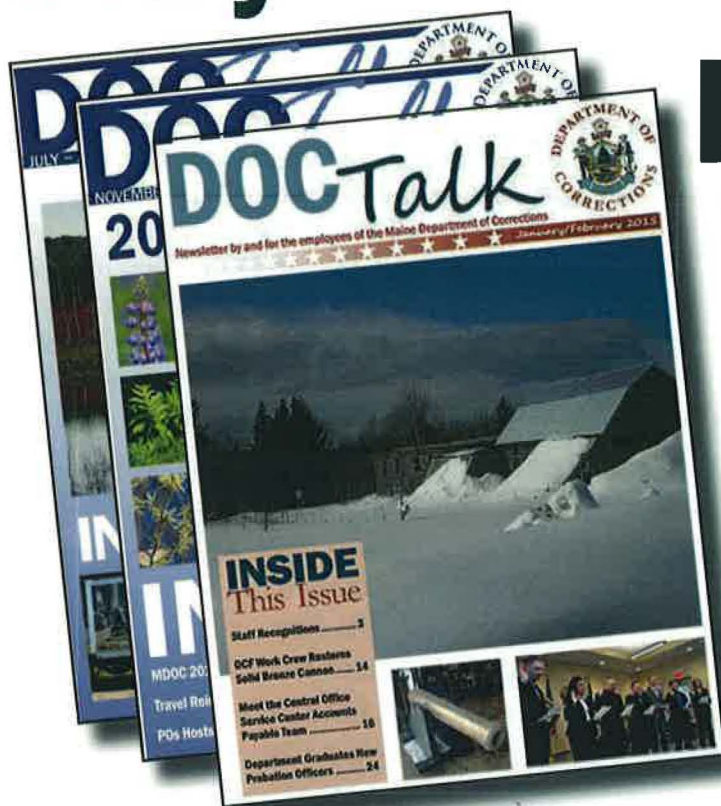
John O LaPlante..... R2A
John E Howlett..... MSP
Michael T Simoneau R2A
Myra I Leviness MCC
Jody L Breton..... CO
David R Lavoie..... BCF
Mark S McCarthy CO
Dwayne A Chase..... MV
Edward G Mayer, Jr..... BCF
David M Daniels..... DCF
Willard E Goodwin CO



One of many great training events held in the MDOC Boardroom in 2016.



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!

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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

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