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I was so impressed to see at the Correctional Administrators Meeting in September at Central Office all the staff recognitions that were given out. There were 17 Honor Guards recognized for going above and beyond the call of duty in dedication to public service to the Department and the citizens of the State of Maine. We recognized 13 MDOC staff, who became certified trainers of the Desert Waters Correctional Outreach course. The course they teach, Corrections Fatigue to Fulfillment, focuses on recognizing and increasing awareness of the occupational, personal and family well-being within the corrections profession. There were two probation officers and a regional correctional manager recognized for their quick response to an incident that took place in the Region 1 Adult Community Corrections Office. The Maine State Prison and the Bolduc Correctional Facility in August both participated in the Prison Rape Elimination Act (PREA) audit and received 100% compliance.

I am also pleased to share what a tremendous job the newly formed Fugitive Investigation and Apprehension Team (FIAT) has been doing. They have been successful on two recent occasions, keeping folks in the community safe while apprehending probationers.

Thank you all for the good work you do every day for the Department.

Respectfully,
Commissioner Fitzpatrick

ON THE FRONT COVER: Thank you to Jane Tower, Central Office, for the photo of Maine’s western mountains taken from the West Rd. 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)
Commissioner Fitzpatrick recognized the Honor Guards of Sergeant Thomas Dolbier at MSP; Lt Lidia Burnham; Corporal Richard Greene, MSP; Sgt Michael Burns, MSP; Officer Paul Lisenby, MSP; Officer Anthony Harding, MSP; Officer Matt Estes, MSP; and Sgt. Paul Cumming, MCC; Sgt Nate Thayer, MCC; Cpl Joe Salisbury, MCC; Sgt Jarred Coffin, MCC; Sgt. Jimmy Lassier, MCC; Sgt Whitney Burns, MCC; Officer Mike Boyce, MCC; Cpl. Kevin Curtis, MCC; Officer Renee LaClair, MCC; Capt Ken Reed with sincere gratitude and appreciation for their dedication to public service, to the Department of Corrections and the citizens of the State of Maine.

Angie Newhouse, Director of Training recognized Penny Bailey, Unit Manager, MCC; Ben Beal, Director of BCF; John Bennoch, JCCO; John Coyne, RCA; David Garrison, Sergeant; Mark James, CO; Rebecca O’Keef, Staff Development Specialist IV; Rosalie Morin, Staff Development Specialist IV; Amy Richard, POA; Renee Smith, Asst Training Director; Sue Smith, RCM; Carol Waig, Staff Development Specialist IV; John Wise, JP Supervisor for being certified trainers in the Desert Waters Correctional Outreach a course called Corrections Fatigue to Fulfillment to help awareness of the increase in the occupational, personal and family well-being of staff of all disciplines within the corrections profession.

Commissioner Fitzpatrick recognized Brett Smith, Correctional Sergeant at the Maine Correctional Center for appreciation for his sincere support of our fallen comrades and their family members at the time of their loss.

Chris Arbour, Correctional Regional Administrator recognized Mike Lyon & K Prentice and Matt Nee, Regional Correctional Manager for their quick response to a critical incident that occurred on September 13, 2016, at the Region 1 Adult Community Corrections Office.
Halloween Costume Winners

Submitted by Rene Smith, Spirit Committee Chair

Congratulations to the following winners:

Best duo or group - Anna and Joel in their Lobster and Fisherperson outfits
Scariest/Spookiest - Deb McAllian in her Witch outfit
Funniest - Jim Howard in his ghostbuster gear
Cutest Rachael Collins (intern) - Little Red Devil outfit
Most original - Cindi Poulin in her Witch outfit
Most unusual - Joanna Stokinger in her Dunkin Donuts Coffee outfit
Best 5 minute throw together - Lois Pollis in her Christmas Elf outfit

Thank you to all who participated. We hope everyone had lots of fun during this activity.
MSP/BCF National Reaccreditation

The Maine Department of Corrections Correctional Operations Assessment Team (COAT) 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. The COAT is a group of MDOC employees with varying correctional backgrounds and unique skill sets who contribute in a collaborative effort to assist MDOC facilities during audit time. We congratulate Wendell 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%.

Implementation of Policy 1.05.1 Correctional Operations Assessments

For years now, MDOC has achieved success in accreditation at each of its facilities and maintained an audit team to support that cause. This policy is aimed at policy & standards compliance, systems improvements, and to sustain/enhance prior assessment practices.

Policy 1.05.1 requires that the department maintain 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.

It is important to recognize that the intent of the policy is to mitigate complacency and liability, while encouraging safety and best practices. This is why the COAT is comprised of a variety of staff from different areas of expertise and varying facilities - providing fresh eyes and information sharing. Soon, we will be scheduling the Operations Assessments for 2017 as outlined in policy 1.05.1.

Current members of the Correctional Operations Assessment Team include:

Corey Alley (MCC)
Ryan Andersen (CO)
Wendell Atkinson (MSP)
Chris Concannon (LCYDC)
Chad W. Cooper (CO)
Sgt. Kevin Dionne (MVAC/CCF)
Holly Howieson (CO)
Matthew Kirksey (MCC)
Heidi Lacroix (CO)
Mary Lucia (CO)
Kathleen Mahoney (CO)
Tom Olson (CO)
Cheryl Preble (MVAC/CCF)
Sgt. Peter Turner (MCC)
“The mission of the Department of Corrections is to reduce the likelihood that juvenile and adult offenders will re-offend, by providing practices, programs and services which are evidence-based and which hold the offenders accountable.”
Victims’ Services has submitted this brochure for inclusion in this issue of DOCTalk! This piece includes the mission statement of MDOC’s Victim’s Services as well as insightful surveys providing understanding of victim perceptions of departmental performance. You’ll also find that MDOC publishes a toll-free number for victims to receive information regarding an offender’s status.

A victim who wishes to receive notification must file a request for notification of the defendant’s release with the Office of the Attorney for the State. The source of notification requests is noted below by county and includes the cases in which the DOC sought out the victim information and filed the notification request on behalf of the victim.

<table>
<thead>
<tr>
<th>County</th>
<th>Number Received</th>
<th>Percent Received</th>
</tr>
</thead>
<tbody>
<tr>
<td>Androscoggin</td>
<td>4</td>
<td>1.4%</td>
</tr>
<tr>
<td>Aroostook</td>
<td>12</td>
<td>4%</td>
</tr>
<tr>
<td>Attorney General’s Office</td>
<td>19</td>
<td>7%</td>
</tr>
<tr>
<td>Cumberland</td>
<td>7</td>
<td>2%</td>
</tr>
<tr>
<td>Franklin</td>
<td>9</td>
<td>3%</td>
</tr>
<tr>
<td>Hancock</td>
<td>1</td>
<td>0.4%</td>
</tr>
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<td>Kennebec</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Knox</td>
<td>3</td>
<td>1%</td>
</tr>
<tr>
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<tr>
<td>Maine DOC</td>
<td>178</td>
<td>61%</td>
</tr>
<tr>
<td>Oxford</td>
<td>1</td>
<td>0.4%</td>
</tr>
<tr>
<td>Piscataquis</td>
<td>30</td>
<td>10%</td>
</tr>
<tr>
<td>Sagadahoc</td>
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<td>0%</td>
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<tr>
<td>Washington</td>
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<tr>
<td>York</td>
<td>29</td>
<td>7%</td>
</tr>
<tr>
<td>Total</td>
<td>251</td>
<td>100%</td>
</tr>
</tbody>
</table>

The mission of the Maine Department of Corrections is to reduce the likelihood that juvenile and adult offenders will re-offend by providing programs and services which are evidence based and which hold the offenders accountable.

A person who is the victim of a crime is entitled to certain basic rights: to be treated with dignity and respect, to be free from intimidation, to be assisted by criminal justice agencies and to be informed about the criminal justice system.

The Department of Corrections strives to ensure that victims who request notification are notified of a prisoner’s release, victims receive the restitution to which they are entitled and victims are free from harassment from offenders in the custody of or under the supervision of the department.

The MDOC provides a toll free number 800-968-6909 for victims to receive information regarding an offender’s status.

The Department of Corrections encourages the participation of crime victims on the DOC Advisory Group and the Impact of Crime Class Victim Impact Panels.

The MDOC is committed to the premise that crime victims are the real customers of the department, and will receive the rights and respect to which they are entitled.
Central Office hosted a 40 hour classroom training in the ACA Leadership Development Course for 32 staff that were from Adult facilities, Central Office and Probation. This course was designed for correctional agencies. The purpose of the program is to build management/leadership skills of the participants to improve their current effectiveness. Some topics that were covered were: The Role of the Correctional Leader in the 21st Century, The Evolution of Management Theory into a Model of Situational Leadership, The Role of Power in Management and Leadership, The Importance of Communication Styles in Effective Management, The Dynamics of Teambuilding, The Impact of Aggression and Assertiveness on Management Effectiveness, Assessing Organizational Culture, Putting It All Together, Risk Taking as an Essential Element of Leadership, Courageous Leaders/Courageous Followers, Leadership Development Planning and Putting First Things First.


Matthew D’Auteuil MCC and Lidia Burnham were participating in a listening exercise to make each paper come out correctly.
Over the course of the past two months, the Department of Corrections Fugitive Investigation & Apprehension Team (FIAT) was involved in the apprehension of a suspected sex offender and a bank robber. FIAT was also involved in the apprehension of two escapees (unrelated to one another) – one from adult home confinement and one juvenile from residential custody who were apprehended within 36 hours of their escape.

FIAT completed forty hours of training for all team members (adult probation and facility staff) ensuring optimal performance.

FIAT continues to work at locating high risk probation absconders who have absconded from community supervision.
Bethany Perry received the 2016 DAFS Outstanding Customer Service Award

submitted by Scott Ferguson

Bethany’s role as Resource Administrator is just that, a resource to the Department and the Corrections Service Center (CSC) team regardless of the request or issue. She is willing to go beyond her area of responsibility to make certain that her customers’ issue is addressed and they are satisfied with the answer.

Bethany takes the time to listen to each request, understand the customers need(s) and then either resolves their concern, or makes sure they are directed to the appropriate contact. She is known to regularly follow up to ensure that the concern has been resolved to the customer’s satisfaction.

Her interactions with her customers and the service center team are always attentive, friendly and courteous. This is evident by how frequently Bethany is sought out by both her customers and her colleagues for assistance. She continues to provide support in functional areas that are no longer her responsibility due to her vast knowledge and expertise. Bethany is truly customer service focused.

Darlene Tarr received the DAFS Employee of the Month for August

Darlene is the type of employee and co-worker who can always be counted on to go the extra mile. No matter the problem, Darlene is excellent at finding a solution. During a staff shortage at the Maine State Prison in the business office, Darlene came to help my staff keep up with work owned by the vacant position. She then took the time to come visit after the position was filled to train my new employee in the software needed to succeed. She has an incredible work ethic, and is a role model for all state employees.

Darlene is one of those individuals, whom when you meet them, you instantly like. She is always willing to go the “extra mile”. She has been a huge help with the new AP processing: “MainePays” System. She is friendly, funny, smart, accurate, efficient and always willing to just be there to talk you through a process. She is always willing to help, whether by phone on actually in person. I feel that she “gets us”, the accounting staff in the various institutions across the State: MSP, MCC, MV, CCF, LC and DCF. I also believe that this feeling is echoed by the Accounting staff in the institutions, not just the one I work in. Darlene, this is my way of saying THANK YOU for all you do.
As Director of the Bolduc Correctional Facility, I would like to thank Sgt. William Martin for helping to coordinate the ACA audit and all the hours spent on updating ACA folders, great job.

Please join me in thanking everyone at the Bolduc Correctional Facility for their hard work and dedication in achieving 100% ACA compliance for 2016.

Great Job 100%!!!

Director Ben Beal
The View from Downeast Correctional Facility

Capital Improvement Projects

Maintenance crews have been working to finish up replacing stairs going to the Main Control/Visit Building. Both the Welding Shop crew and Maintenance crew worked to replace the control box that runs the vehicle gate. The radios in all of the fleet vehicles have been replaced and security staff hand held radios have been upgraded as well. This is to assure that all of the communication equipment is in consistent serviceable condition.

Public Restitution Work

Fall is here and although we have had some warmer weather here and there, we know that winter is just around the corner. Here is a list of the projects the work crews are wrapping up:

- Bog bridging at Boot Cove Trail in Cutler/Lubec
- Painting at the Harrington fire department
- Sidewalk clean-up and general clean-up for City of Eastport
- Sweeping and general clean-up for Town of Alexander
- Cleaning, painting, and repair work for operation WHCA
- Cemetery maintenance for Town of Wesley
- Trim work for the Veteran’s entrance at the Machias Town Office
Training

Congratulations to Bill Beverly, Maintenance Supervisor who took the course and passed the test to become a certified small public water operator which means the facility no longer needs to rely on a licensed third party in order to operate the facility’s domestic public water supply.

Reb Brown, DCF’s Storekeeper, and Darrell Daniels, Operations Sergeant, completed the ACA Leadership Development training October 31st-November 4th. Reb will also be taking the Mechanics of Effective Restraint and Control (MERC) training November 14th-18th along with Allen Devericks, Sergeant.

DCF staff completed the first annual Desert Water’s training in October.

Welding Program

Having various projects for our Welding Program to work on continues to assist in teaching welding skills to prisoners attending the 6-month course. One of their latest projects has been completed. According to Vocational Trades Instructor Walt Jessiman, four signs were fabricated, taking approximately 500 hours to complete. They are made with 3116 stainless steel. Each sign weighs approximately 250 pounds and stands 8 feet tall. The top portion of each sign, showing a tree and moose design along with a town name, was provided to the Welding Shop to attach to the fabricated beams. The signs were created for the Upper Valley Economic Corporation, a non-profit organization in Sherman, Maine.
Steven Keith LaCourse, 46 Hollis died unexpectedly in a car accident in Standish, on Monday, August 8, 2016. Steven was born on December 15, 1969, the only child of Keith and Lorraine (Beety) LaCourse. He grew up in Hollis, graduating from Bonny Eagle High School with the class of 1988. After high school, Steve went on to work in construction and welding. He volunteered as a firefighter with the Hollis fire department and was also an EMT and medic. In 1990, Steve began his career at the Maine Correctional Center in Windham. He was one of the founding members of the emergency response team and K9 unit which he was very passionate about. Steve was a well-respected Correctional Sargeant at the prison. Steve was a quiet man with a great sense of humor having the ability to make others laugh. He was a skilled outdoorsman who enjoyed hunting, fishing and riding ATVs. He truly enjoyed spending time in the woods of Maine, especially with his father while hunting deer, turkery, bear and moose. Steve will be missed greatly and will be remembered for being a reliable, passionate and dedicated person with a big heart. He is survived by his parents, Loarraine and Keith LaCourse; daughters, Mirand Patterson and Victoria LaCourse; a best friend, Jim Scarponi; and brothers at the Maine Correctional Center, especially Bret Smith. He is also survived by many aunts, uncles, and cousins. He was predeceased by his grandparents and K9 dogs, Katie and Jasmine. Relatives and friends were invited to call Friday, August 12, from 6PM to 8PM at Dolby Funeral Chapel, 76 State St., Gorham, ME 04038. A funeral service was held on Saturday, August 13, 2016, at 10AM at Dolby Funeral Chapel in Gorham, and internment followed at Laurel Hill Cemetery, 293 Beach St., Saco, ME 04072.
Sergt. LaCourse began working at the Maine Correctional Center on October 1, 1990. He received his K-9 License in 1997. As a K-9 Officer, Steve worked with two dogs and took possession of both after the dogs were retired by the state of Maine - Katie in 2001 & Jasmine in 2009. When Jasmine was retired, staff all chipped in to purchase Jasmine for Steve - funds were raised in the first three hours.

Sergeant Steven LaCourse was an Officer, K-9 Handler, CERT Team Member and Sergeant for over twenty-five years at Maine Correctional Center. During that time, Steve was more than an Officer and Sergeant; he was a father figure to some, a big brother to others and a good friend to many. Steve, you'll be missed, but our love for you is strong and everlasting. Rest in peace, our friend.

-Glean Brown
There is a high prevalence of abuse and victimization among incarcerated women. In fact, 90% of incarcerated women have been in or are currently in an abusive relationship. One of the goals of the Women’s Center is to provide a space for incarcerated women to share their experiences, access the support of peers and staff and to progress forward with a life that is more healthy and safe for themselves and for their children.

October through February, staff create interactive bulletin boards throughout the Women’s Center. Last year, for example, the November display board was about practicing an “attitude of gratitude.” A quote and a short passage about appreciating all that you have, even when life seems unfair, was put up. Women cut out turkey feathers and listed all the things they had to be thankful for. The purpose of the monthly boards is to raise awareness, create a different way of thinking for the women and to allow them to express themselves in a positive, prosocial way.

Working in a prison can be a challenge on the best of days. Supporting each other and finding creative, uplifting ways to prompt out-of-the-box thinking and rehabilitation has been a way for staff in the Women’s Center to stay positive and promote the Department of Corrections’ mission.

The gym floor at MCC had many issues with bubbling up. Instead of investing funds into a new floor the old floor is being pulled up to expose the concrete. The concrete will be painted to include lines for the basketball courts, etc. It will then be epoxied over.

When the construction begins on new buildings are MCC we anticipate that the gym will be converted to a warehouse making this new floor a perfect solution.
MCC Employee Recognition

by Jill Ruib

Employee Recognition was celebrated on OCTOBER 25 & 27, 2016. A lunch was provided to all staff of a turkey dinner, mashed potatoes w/gravy, stuffing, green bean casserole and cranberry sauce along with Ice Cream for dessert.

Gym Floor continued

Close to the finished product. Looks great!
(MCC Employee Recognition continued)

Awards

Promotion certificates:

John Paskewicz Promoted To Sergeant

Certificate of commendation

(Presented to an employee for achievement/performance beyond what is expected or required, that is equaled by few, and that contributed directly to the accomplishments of the Department’s mission.)

Jeffrey Hilton, Corr. Officer – Received 2

Brandon Tiner, Correctional Officer – Received 3

Nathan Shink, Correctional Officer – Received 2

Michelle Senence, Office Specialist

Shawn Welch, Captain

John Newcomb, Correctional Officer

Jerrad Coffin, Sergeant – Received 2

William Mckinnon, Corr. Officer – Received 3
Jenica Poulin, Medical – LPN
Peter Briggs, Medical – LPN
Dennis Ruel, Captain
Tyler Wheeler, Correctional Officer – Received 2

Pierre Sinsmyr, Correctional Officer
Mackenzie Rampino, Correctional Officer
Michael Simpson, Correctional Officer
Steven Dee, Correctional Officer
Harvey Bailey, Captain
Jon Smith, Sergeant

Robert Kennedy, Correctional Officer
Kevin Cloney, Correctional Officer
Kristopher Kauffman, Correctional Officer
Christina Donahue, Medical – RN
Erica Stockbridge, Medical - LPN

**Meritorious Service Awards**
(presented to an employee for performance of duty greatly exceeding the normal demands of the Department. The employee’s job performance demonstrates an exceptional degree of good judgement, initiative and competence. The employee’s performance is clearly above and beyond the normal requirements of the position)

Christine Berube, Caseworker

Continues.
(Meritorious Service Awards continued)

All MCC Caseworkers & CCTW’s:
Robyn Egan, Kevin Sukeforth, Chris Britting, Noah Boucher, Selam Argyrople, Christine Berube, Will Blanchard, Jennifer Clapp, Jennifer Jaroszyk, Melissa Mermaris, Virginia Derring, Sarah Fritch and Gretchen Staples. (PICTURES – 2 pics - Caseworkers1 & Caseworkers2)

Distinguished Service Awards
(Presented to an employee who while in the line of duty, acted in a unique manner that exemplifies the highest level of professionalism in order to maintain the safety and security of their fellow employees, the public, or the offenders under the Department’s custody.)

Peggy Paine, DHHS – ICM

Gretchen Staples, Caseworker (Picture – Gretchen)

Patricia Clark, Medical – LPN
John H. “Packy” Paskewicz Memorial Humanitarian Award
(In remembrance of Senior CO John H. “Packy” Paskewicz, this award is presented annually to an employee who is recognized for displaying the genuine kind and caring qualities “Packy” is remembered for by exemplifying the spirit of humanity and compassion. Nominees have demonstrated exceptional care to fellow staff or offenders in their care)

Bret Smith, Sergeant

Quality Team Excellence Awards

(Presented to a unit or group of employees in recognition of an outstanding accomplishment and/or facilitating the achievement of organizational goals and objectives. Examples include measurable outstanding performance of the group; special assignments that have been completed that require teamwork and an esprit de corps; development of programs or written instructions that provide a noteworthy increase in efficiency and effectiveness in operations; involvement in community service projects unrelated to job performance that was outstanding and brought credit to the department.)

Honor Guard: Michael Boyce, Whitney Burns, Jerrad Coffin, Kevin Curtis, Renee Leclaire, James Lussier, Kenneth Reed And Joseph Salisbury

Special Recognition Awards
(Presented to an employee who develops exceptional and innovative initiatives. Such initiatives will have made a significant contribution to the Department in areas of security, operations, programs or cost savings.)

Norene Hopkins, Community Service Coordinator

Kenneth Shaw, Correctional Officer (Visits)

Michael Boyce, Correctional Officer (Visits)

Service Pins & Certificates

5 Years
Stefan Black, Correctional Officer; Chris Britting, Caseworker; Kevin Curtis, Ips Corporal; James Shanks, Correctional Officer; Jill Rush, Unit II Clerk; William Segler, Correctional Officer; Luke Monahan, Unit II Manager
10 Years
Dawn Dean, Kitchen
Dean Hafford, Correctional Officer
David Keith, Correctional Officer
James Lussier, Sergeant
Bruce Megahey, Boiler Engineer
Ladd Postvandeburg, Correctional Officer
Amanda Woolford, Unit III Manager
Gretchen Staples, Caseworker

15 Years
Scott Dugre, Correctional Officer
Rebecca Swendson, Correctional Officer
Brett Smith, Sergeant
Kevin Claxton, Sergeant
Eric Theriault, Correctional Officer
George Sloan, Industries Supervisor
Michael Robertshaw, Building Maintenance Suprv.
Phillipe Coulome, Correctional Officer
Timothy Huntley, Recreation Officer
Mike Bathory, Correctional Maintenance Mechanic

25 Years
Greg Royer, Industries Manager
Steven Giampetruzzi, Correctional Officer
30 Years
Will Towers, CTI Supervisor

Leadership “360” Graduates

Whitney Burns, Sergeant
Raymond Blossom, Ips Corporal
Kevin Curtis, Ips Corporal
Robert Dudley, Sergeant
Daniel Landry, Sergeant
Joseph Salisbury, Ips Corporal
John Smith, Sergeant
Michael Steeves, Sergeant
Nathan Thayper, Sergeant
Peter Turner, Sergeant
Carol Waig, Training Coordinator
Dennis Ruel, Captain
Maine State Prison
Submitted by Warden Randall Liberty

Veterans Homeless Shelter

The Maine State Prison conducted a food drive to benefit the Bread of Life Veterans Homeless Shelter in Augusta. Prison employees wanted to show their appreciation to Military Veterans for their sacrifice to our nation. Employees donated more than 500 pounds of meat and nonperishable food items and Military Veteran Employees delivered them in honor of Veterans Day. The Veterans were very appreciative for the donations and more importantly were grateful that they had not been forgotten. Thank you all for your support of this important donation. Thank you Veterans!
Maine State Prison completes its fourth successful ACA audit

After a pleasant meet ‘n greet dinner Sunday evening, auditors David Andraska of Black River Falls, Wisconsin, Gus Mazorra of Clermont, Florida, and Anne Kutka of Newtown, Connecticut arrived at 8:00 AM on Monday, October 24th, and so began MSP’s fourth ACA audit.

Over the next three days the auditors toured the facility, spoke to staff members, spoke to prisoners, reviewed documentation files, went back to various areas of the facility, spoke to more staff, spoke to more prisoners, observed shift changes, and reviewed more files. On Wednesday, when they were finished, they conducted a late morning exit briefing and announced to roughly 150 eagerly awaiting employees and numerous guests that MSP had been found in compliance with all applicable, mandatory standards for a score of 100% and found in compliance with all but one applicable, non-mandatory standards giving them a score of 99.8%. (The one non-mandatory standard found in non-compliance had to do with direct contact staff vacancy rates.)

Each auditor spoke about what they had observed while here at MSP. They commented on the overall appearance of the facility, citing specific areas that they thought stood out. They commented that they’d observed that staff and prisoners had a respectful relationship with each other that promoted open dialogue. They commented that the facility was very calm and quiet. But most importantly, they each commented that MSP was a great facility worthy of its great score of 99.8.

At the conclusion of the exit briefing the auditors were presented with some parting gifts that included items from the MSP Show Room and some Maine-made items to take home with them. Once they gathered their belongings they were whisked away to the Bolduc Correctional Facility to begin its audit.

MSP has many to thank for its success.

It benefitted from the experience and expertise of members of the Department Audit Team as they made three trips to MSP to point out where improvement was needed. They also reviewed and offered advice on the documentation files. Many thanks to them for their help.

Correctional Care Solutions staff and Departmental staff were relentless in their pursuit of perfection regarding all medical and mental health-related documentation files. They reviewed, re-reviewed, rebuilt, and reviewed yet again until they were satisfied that medical/mental health files would not pose a problem during the audit. It worked too as medical/mental health files passed muster with flying colors. Thank you, CCS!

Then there were the many MSP staff from all ranks and levels that participated in the internal audit system that was instituted. Members from the security ranks as well as staff from many of the support areas and administration teamed up to perform weekly inspections that revealed areas of strength and areas in need of improvement. We could not have succeeded without those efforts.

No audit is successful without files of documentation that show compliance with the requirements of the many standards. The 525 folders, each representing a standard, were made the responsibility of the seven “folder managers”. (Deputy Warden Operations, Deputy Warden Support Services, Deputy Warden Prisoner Services, Prisoner Administrative Coordinator, Human Resources Manager, Staff Development Coordinator, Health Services Administrator) Those folder managers were supported in that effort through the tireless work of; Sherri Black, Shannon Rose, Diane Vigue, Cheryl Stone, Doug Kennedy, Austen Fenn, Cindy Shuman, Janice Peasley, and the many, many staff that provided the multitude of records needed to complete the files. A job well done and much appreciated.

A special thanks goes out to Officer Gary Waltz who, along with the help of Warehouse staff, spent many weeks converting MSP’s long-neglected Material Safety Data Sheet system into a Safety Data Sheet system that the facility can be very proud of. Thanks to Gary and the Warehouse crew for their enormous effort towards this vitally important process.

Another special thanks to Officer Jim Hancox who spent many weeks gathering information and articles, and staff biographies, and photos (thanks go to Martha Boynton for serving as facility photographer), and program descriptions and going through draft after draft until he had what proved to be a fantastic Welcome Book. It drew rave reviews from the auditors. (“Quite impressive.”- Gus Mazorra) (“WOW, that is the most impressive and...
The book will most likely be entered in next year’s Welcome Book contest sponsored by the Correctional Accreditation Managers’ Association. Can you say, winner-winner-chicken dinner?

As important as all of these efforts were to the success of the audit, none was more important than the work done by all levels of staff throughout the facility. The line officer that made daily log entries. The cook that checked the refrigerator temperatures each day. The Captain that did monthly fire/safety inspections. The shop manager that conducted weekly tool inventories. The Deputy Warden that toured his areas of responsibility weekly. The firearms instructor who taught staff safe handling of weapons. These folks, along with the many, many others, that correctly performed their daily duties and did the many things to ensure that their facility would look great during the audit, they are the ones to which MSP owes a great debt of gratitude. Thank you for everything you do every day that makes your facility the great facility that it is.

And now…..it’s on to the work that will prepare us for the next successful audit.
During the month of September, the Employee Benefit/Morale Committee sponsored a Family Fun Day for employees and family members of the Maine State Prison and the Bolduc Correctional Facility. There were many activities including: Dunk Tank, Bouncy House, Corn Hole, Whiffle Ball, Sack Races, a BBQ, a raffle, and K-9 demonstrations on both Saturday and Sunday. Thank you to all who attended, worked the event, and/or provided prizes for the raffle. The following is a list of the raffle prize winners. If you have not yet received your prize, please contact Kate in Education (273-5498):

Workout Program: Chad Benner
Body Mechanics Training: Troy Ross
Academic Tutoring: Troy Ross
Pastries: Audrey Robinson
25 lbs of Clams #1: Captain Melquist
25 lbs of Clams #2: Angela Smith
Ande’s GC: Audrey Robinson
Lincoln’s GC: Audrey Robinson
5 Lobsters #1: Showroom Kimball
5 Lobsters #2: Julie Thiessen
Walmart GC: Vicki Sheehan
Car Detailing: Rebecca Shields
Dunkin’s GC: Chad Benner
Personal Training: Vicki Sheehan
Fire Pit: David Carrier
50/50: Valerie Miller

We are looking forward to next year!

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Good Morning,

Thank you for supporting the Honor Guard training today. MDOC has 15 Honor Guard members currently training with the Maine Army National Guard Honor Guard here at MSP. They are off to a great start this morning and are appreciative of your support.

Thank you,

Warden Randy Liberty
Adult Community Corrections • Region 2

By Susan Gagnon, RCA

The Probation Office in Northern Oxford recently moved locations from the town of Rumford to within space at the Mexico Police Department. Probation Officer Mike Downs is based there along with Juvenile Community Corrections Officer Denise Cross; providing better use of space for them and additional resources from the police department should they need it.

Regional Correctional Manager Adam Silberman attended the FBI-LEEDTA training hosted by the Auburn Police Department September 26-30. This is a three-step leadership class that covers training topics such as credibility, liability, discipline and overcoming team dysfunction. In the early winter of 2017, RCM's Silberman, John Lorenzen, Robert LaPlante and Sue Wiechman will complete the three tier training.

In October, Probation Officer’s Jodie Johnson, Robert Omiecinski, Chris Dumas & Mike Downs attended the New England Council for Crime & Delinquency 77th Annual Conference, along with Regional Correctional Manager Robert LaPlante and Regional Correctional Administrator Susan Gagnon. This 3 day conference allows for networking with regionally based peers and to receive relevant training on the jobs we do. Officer's Johnson, Omiecinski & Dumas were voted in Maine Chair and Board Members respectively and RCA Gagnon was selected as President of NECC. Maine will be hosting the annual NECCD conference in South Portland so please save the dates of November 6th-8th, 2017. The theme of the conference will be: Identity Crisis: Both Sides of the Badge –Balancing Accountability & Rehabilitation

More information will be forthcoming!

Reasoning and Rehabilitation is currently being delivered across the state by Community Corrections staff and in Region 2 we are fortunate to have 5 groups. Probation Officer’s Michelle Dubay, Merrell Reeves, Tony Prest, Chris Dumas and Joyce Williams are all hosting weekly groups across the region. Their dedication to this project is to be commended; especially Officer Williams who sought the training out to be a facilitator and trained numerous staff to do the same. She has been running successful groups for several years and shortly, the newer groups will be graduating their first clients.

Project Plant a Seed in the Skowhegan Probation Office has harvested a whopping 2,129 pounds of locally grown produce that was donated back to the communities of Somerset and Kennebec counties. A recent press release shared the good work of the staff at the office, specifically Probation Officer Assistant Cameron Dufour and Probation Officer Craig Ladd for their dedication to the project and the community effort behind the garden. (Press release opposite page.)

As part of the Adult Drug Treatment Courts Advisory Committee, Probation Officer Ashley Gaboury participated in a panel discussing The Justice System’s Approach to Addiction & Treatment. Topics discussed were how the courts are dealing with defendants, families & addiction issues, what are recent developments in addiction & treatment and to share their role. Officer Gaboury has a remarkable working relationship with the specialty courts, providing a balanced approach to case management and accountability for the clients.

It is hard to not know someone who has been affected by cancer. Several staff wanted to participate in the Dempsey Challenge Run this year and the team was named the Blue Light Special. Probation Officer Jason Taylor was the team captain and was assisted in raising $1,665.00 by Office Assistant Christie Green and Probation Officer’s Jen Choate, Jodie Johnson, Matt Kennedy, Craig Ladd and Mike & Tiffany Simoneau. The team motto was One Team One Fight and they ran together as a group, encouraging each other and remembering why they were there. The team shirts gave tribute to those people they ran for. It is a very worthwhile cause and I could not be more proud of them! It reinforces to me that the staff in Region 2 care about the work they do, their communities and each other. (Photos from Dempsey Challenge seen on page 26.)

Continues.
PRESS RELEASE

November 1, 2016

Media Contact:  Dr. Joseph Fitzpatrick
Commissioner
207 287-4360
Joseph.fitzpatrick@maine.gov

PROJECT PLANT A SEED: PROBATIONERS GIVE BACK TO COMMUNITIES

Probation Officer Craig Ladd and Probation Officer Assistant Cameron Dufour researched, developed and implemented a unique program for people on probation to give back to their communities.

As opportunity for clients to complete public service work and to have their time structured in a positive, pro-social manner, Project Plant a Seed is meant to act as a graduated sanction promoting responsibility, discipline, self-giving and how to work as team.

The community was involved as area farmers donated plants. Harvest Now has donated seeds. The landlord of the office space allowed the staff to use land behind the building for the garden. The work crew from Somerset County Jail assisted with the land preparation.

ALL proceeds from the garden are donated back to the area to local food pantries and soup kitchens. In the first year (2015), 1,400 pounds of produce were donated. This year’s yield was 2,129 pounds of fresh, locally grown produce, which was donated throughout Somerset and Kennebec counties.
Blue Light Special, our team that ran in the 2016 Dempsey Challenge!

Matt Kennedy, Jason Taylor, Craig Ladd and Jodie Johnson, all probation officers.

Mike and Tiffany Simoneau

Continues.
Runners from the team wearing the names of people they are running for.

Mike, Tiffany and Jodie coming on the finish line

Probation Officer Jen Choate and Office Associate Christie Green
Travis Mills
Submitted by John Lorenzen, Regional Correctional Manager

On Monday, 11-07-2016, the Red Barn in Augusta, Maine held a fund raiser for an American Hero, Staff Sergeant Travis Mills.

Travis spoke to the crowd about his story, and having a bad day when things really get blown up - literally. He talked on how you recover from your problems and the drive to move on with the hand you have been dealt to make a better life, and to make a difference.

Attending, and having a chance to meet and talk with Travis, were PPO Jen Choate (Ret USA Lt Colonel), and Ray French (Ret USA Sergeant First Class). They both found the talk to be uplifting and inspirational, from a person who has truly been there and done that.
PO Donahue thwarts threat

Officer Christopher Donahue of Calais received information related to a Probationer under his supervision specific to social media and potential threats. Upon review and identifying the potential existence of a firearm, PO Donahue responded to the residence with local authorities and took the client into custody. PO Donahue’s familiarity with his caseload and contacts with area law enforcement led to this positive response to a potentially serious threat to public safety. Thank you Chris Donahue, keep up the great work!

Region III Staff Recognition, October meeting

The support staff of Laurie Scott, Laurie Lamb and Leiah Workman were recognized for their hard work, behind the scenes dedication, and support they provide the entire region.

Corey Day, Eric Legassie, Jeff Vance and John Lappin were recognized for their quick actions and response to a threat directed at officers working at the regional office in Bangor.

We recognized Donn Muth and Amanda Scrmersheim for going above and beyond the minimum contact standards while displaying a high level of professionalism on two very difficult cases.

Eric Legassie was recognized for his collaboration with the New Haven Police Department and for his speaking engagements at Husson University.

POA Renee Knapp

A going away party was held for POA Renee Knapp in Houlton. We wish Renee the best in her new endeavor!

Methods of Instruction

Region 3, Probation and Parole has had several staff attend and successfully complete training. In addition, several staff are now providing training and education.

- PO Don Muth from Bangor completed Methods of Instruction at the Maine Criminal Justice Academy.
- PO’s Jenna Spoto, Dennis Haislet, Tim Quinn and RCM Matt Magnusson attended the SOTIPS Training.
- R&R has kicked off in Rockland with PO Anthony Prest, in Belfast PO Lori Lamma, in Bangor POA Amy Richard, and POA Patty Stevens in Washington County.
- PO David Cyr was recently selected as the SOS to serve in Knox and Waldo Counties.
- PO’s Corey Day and Eric Legassie have been selected to be Firearms Instructors.
- PO Eric Legassie has accepted oversight of the Penobscot Drug Court and will be working directly with the group hopefully enhancing services for those selected to participate.
Local Law Enforcement Officers, Thank you!

Probation and Parole, Region 3, Knox and Waldo County Offices hosted a cookout in September. It was an opportunity for us to say “Thank You” to our local Law Enforcement Officers In Knox and Lincoln Counties, MDEA, Knox ADA and Investigator, DHHS Welfare Fraud Investigators, and the Maine State Prison. We appreciate their valued assistance each and every day of the year!
On October 11, 2016 the York County Office took the opportunity to honor and show our appreciation to RCM Joe Hansen celebrating Bosses Day. This gave us all a chance to give back to him for all the support he gives us. It was nice to sit and share stories and take time away from day to day stress and routine stopping to reflect on our achievements and goals of the future. Always looking for a way to get together for food and good laughs, the “family” went all out serving a scrumptious breakfast feast. Out of all the good food that was brought, we thought it may be fun to add some of the fantastic recipes to this article for anyone interested.

Karen’s Killer Banana Bread

Submitted by Carol Large

1 1/2 cups (210 grams) unbleached all purpose flour
1 teaspoon baking soda
1/4 teaspoon ground cinnamon
1/2 teaspoon kosher salt
1 cup plus 2 tablespoons (230 grams) sugar
2 eggs
1/2 cup (100 grams) canola oil
3 1/2 very ripe, medium bananas peeled and mashed (1 1/3 cups mashed/about 340 grams)
2 tablespoons creme fraiche or sour cream
1 teaspoon vanilla extract
3/4 cup (75 grams) walnut halves toasted and chopped

Position a rack in the center of the oven and heat the oven to 325°. Butter a 9”x 5” loaf pan.

In a bowl sift together flour, baking soda, cinnamon and salt. Set aside.

Using a stand mixer fitted with a whip attachment (or a hand held mixer), beat together the sugar and eggs on medium speed for about five minutes or until light and fluffy (if you use a handheld mixer the same step should take about eight minutes.)

On low speed slowly drizzle in oil. Don’t pour the oil in all at once. Add it slowly so it has time to incorporate into the eggs and doesn’t deflate the air you’ve just beaten into the batter. Adding it should take about one minute. Add the bananas, crème fraîche and vanilla and continue to mix on low speed until just combined.

Using a rubber spatula, fold in the flour mixture and the nuts just until thoroughly combined. No flour streaks should be visible and the nuts should be evenly distributed. Pour the batter into the prepared loaf pan and smooth the top.

Bake for 1 to 1 1/4 hours, or until golden brown on top and the center springs back when you press it. If your finger sinks when you poke the bread it needs to bake a little longer. Let cool in the pan on a wire rack for at least 30 minutes and then pop it out of the pan to finish cooling.
Dana Fournier's Slamming Southwestern Surprise

6 baking potatoes already cooked
1 pound ground sausage
2 tablespoons butter
1 onion sliced 2 teaspoons salt
1 cup shredded cheddar cheese
12 eggs lightly beaten
1 cup hatch green chili
Salt and pepper to taste

Preheat oven 350, lightly grease medium baking dish
Cut up baking potatoes already cooked small bits
Cook and stir sausage over medium heat evenly browned drain
Melt butter in medium sauce pan
Add onion and green chili and potatoes cook till potatoes brown and onions tender
Sprinkle with pepper and salt
Place mixture cover sausage, sprinkle with cheese top with eggs and season salt and pepper.
Bake 30 minutes or until eggs fully cooked

Deb Reynolds Winning Quiche

Preheat oven to 350 degrees
1 ½ cup milk
4 eggs
½ tsp of onion powder
½ tsp of garlic powder
1 ½ cup chopped broccoli
1 ½ cup shredded cheddar cheese (or cheese of your choice).
1 ready made 9” pie crust uncooked.

Place broccoli and cheese in pie crust. Combine eggs, milk, onion powder, garlic powder and pour over broccoli and cheese. Bake for 30-40 minutes.
You Can Get There From Here, NECCD coming to Maine for 2017

Over the next year DOC employees are going to be hearing more and more about NECCD. The New England Council on Crime and Delinquency is a non-profit organization that dedicates itself to the fields of criminal justice and corrections through training and networking. Best known for their annual training conference which brings presenters and trainers from around the country here to New England with some of the latest techniques and trends to support those working in every aspect of the field.

Representing Juvenile Community Corrections Region 3 JCCO Julie Bjelko recently attended the 77th Annual NECCD Conference in Mystic, CT on October 2-5, 2016. Maine DOC was well represented as other DOC staff also attended the conference. The theme of this conference was “Second Chances and Safer Communities: A Focus on Rehabilitation and Reintegration.” There was an amazing presentation given by world renowned Forensic Scientist, Dr. Henry Lee on “New Concepts in Criminal Investigation and the Importance of E-Evidence”. Trainings and presentations included everything from Connecticut’s juvenile justice program, restorative justice, C.R.A.S.E. Civilian Response to Active Shooter Training, Assessment and Supervision of High Risk Drunk Drivers, Roca’s Approach to Breaking the Cycle of Incarceration for High Risk Youth. There were also many trainings that help with personnel and morale, The Pursuit of Happiness at Work, Trauma Informed Professionals and Avoiding Compassion Fatigue, and motivational speaker Norm Bossio gave his presentation on “How to Stay Motivated on the Deck of the Titanic.”

Maine is excited to host the 78th Annual New England Council on Crime and Delinquency Training Institute in Portland November 6-8, 2017. The Maine Board for NECCD is made up of JCCO’s, Adult Probation Officers and members of administration. They are working diligently to assemble presenters, trainers and entertainment for the conference, which is sure to be a landmark event. We want to encourage all DOC employees, federal, state and local law enforcement and our community partners to attend next year’s conference. This is an excellent opportunity for professional development, meeting vendors who keep us up to date with the latest equipment and services, and networking with our colleagues and counterparts from around New England. Over the next few months, more information will become available, please check NECCD.org for updates.
Region 3 JCC News

After nearly 33 years of dedicated service to Department of Corrections, Carolyn Chandler retired effective September 1st. As Office Associate, Carolyn provided a calm and steady presence in the Presque Isle Office for many years and took great pride in supporting the officers assigned to her by efficiently managing office duties, doing reception, entering CORIS data, and being helpful in so many other ways. Region 3 honored her contribution to the Department during August’s annual staff retreat and presented her with Governor’s Letter of Appreciation. We wish Carolyn an enjoyable retirement gardening, canning, and spending quality time with her husband Peter Campbell and family!!

Search & Seizure, Situational Awareness Refresher. Region 3 staff recently completed refresher training on situational awareness and officer safety. JCCO’s were also trained on the new Search and Seizure departmental policy. Training was facilitated by JCCO Kelly Nightingale. Kelly did an outstanding job as it was very evident the amount of work she put into preparation for the training course.
Long Creek Youth Development Center

Submitted by Anne Allen & Deb Barrows

New hires graduate, Long Creek

On Friday, October 28, 2016, a group of new Department of Corrections employees and one new Corrections Officer from Oxford County Jail were honored in a graduation ceremony at the Long Creek Youth Development Center after successful completion of their new hire orientation training. Associate Commissioner Colin O’Neill and JPM Willie Stewart spoke at this ceremony and wished the new employees long, safe & successful careers in the Department of Corrections.

The class selected Capt. Shane Blakely and JPS David Grant to recognize for all of their efforts during their weeks of classroom training. Both of these instructors did an outstanding job in providing these new employees with the information they need in order to do their jobs effectively, while still making training interesting and exciting.

We are very excited to have a new group of employees on board and wish them the best!

Jean Barry, Teacher (LCYDC)
Mike Frey, Juvenile Program Worker (LCYDC)
Corey Hebert, Juvenile Program Worker (LCYDC)
Randy Krupa, Juvenile Program Worker (LCYDC)
Haendel Lamour, Juvenile Program Worker (LCYDC)
Brandon Locke, Juvenile Program Worker (LCYDC)
Guido Pathak, Vocational Trades Instructor (MCC)
Tyler Peterson, Juvenile Program Worker (LCYDC)
Linda Piper, Correctional Care & Treatment Worker (MSP)
Tasha Snow, Juvenile Program Worker (LCYDC)
Jennifer White, Corrections Officer (Oxford County)
Employee Service Anniversaries for the months of May and June

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

<table>
<thead>
<tr>
<th>Anniversaries</th>
<th>Name</th>
<th>Facility</th>
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<tbody>
<tr>
<td>5 Years</td>
<td>Christopher J Spragu</td>
<td>DCF</td>
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<tr>
<td>10 Years</td>
<td>Justin Ahern, Sherri M Black, Michael L Nichols, Ruth Q Fethke, Adam J Silberman, Robert M Omiecinski, Craig Ladd, Ladd Postvanderburg, Bruce McGahey, Joshua H Lamoreau, Michael A Robertshaw, Eric M Theriault, Kevin M Buckmore, Jeffrey A McGinley, Michael G Pratt</td>
<td>MCC, MSP, MV</td>
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<tr>
<td>15 Years</td>
<td>Charles G Amborn, Jr</td>
<td>BCF</td>
</tr>
<tr>
<td>20 Years</td>
<td>Jason M Stewart, William J Martin, Jr</td>
<td>BCF</td>
</tr>
<tr>
<td>More Than 25 Years</td>
<td>Robert E Manzo, Daniel C Ramsdell, Steven P Giampetruzzi, Lawrence A Reynolds, David A Davis</td>
<td>CO, DCF, MCC, LCYDC, DCF</td>
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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.
MAINE
Prison Industries.

30% off
MDOC Employees

25% off
for general public

Offer ends December 24, 2016

Duck
Fisherman
Jet Fighter

Ball Cap
Wood Bowl
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