



Wyoming Department of
Corrections Employee
Newsletter
Sept 2009, Vol. 13, Issue 8

Inside this issue:

Long Time Professional Reflects on Academy	1
1-2-3 Employee Survey	4
Best of Being an Intern	7
Tour de la Thermop	11
Holistic Stress Management	15

WDOC Mission Statement

The Wyoming Department of Corrections contributes to public safety by exercising reasonable, safe, secure, and humane management, while actively providing offenders opportunities to become law-abiding citizens.

Photo in masthead is of the WDOC Training Academy class that began on July 6, 2009.

A Long-Time Professional Reflects on WDOC Training Academy

Dr. Rick Patterson, a Criminal Justice professor at Eastern Wyoming College, is on sabbatical for one year. During this time he'll be working with our staff and observing the process of opening the Wyoming Medium Correctional Institution in Torrington. Dr. Patterson has had a long relationship with the Wyoming Department of Corrections. In the mid 1980s, he worked as a counselor in the medium security unit at the Wyoming State Penitentiary. His 1992 doctoral dissertation involved a two-year study of inmates at the Wyoming Women's Center. Over the past 19 years, he has overseen sex offender assessment and treatment programs, first in Cheyenne, then in Worland, and currently in Torrington. During this time, he worked closely with field services agents in the management of these clients. Holding a PhD and licensed as a Professional Counselor and Addictions Therapist, he has taught classes in Sex Offender Assessment, Treatment, and Management and Understanding Mentally Ill Clients for the WDOC Field Services staff at the Wyoming Law Enforcement Academy for the past 11 years.

My initiation into the Wyoming Department of Corrections (WDOC) began on July 7,

2009, in Rawlins. As a way to begin my study of the WDOC, it seemed to me that I should start where all new employees start, with the pre-service training academy. Currently the training academy holds classes at the National Guard Armory and training exercises in the Wyoming State Penitentiary (WSP). Beginning on September 14, all training functions will shift temporarily to Camp Guernsey, in Guernsey, Wyoming, which will be supplemented by training exercises held at the other Wyoming facilities. Once the bulk of new WMCI employees are trained in the spring of 2010, the Training Academy will return to Rawlins to a new facility, now being built on WSP grounds.

My experience with the Training Academy was very positive. I was impressed with the professionalism of the staff and administration. The classes were well run and organized. The material was challenging, but well presented. I was most impressed with the quality students. Overall, they were bright, motivated, disciplined, and



Dr. Rick Patterson

mature. Most seemed very committed to their chosen profession and made efforts to learn the material and develop the necessary skills. I look forward to following them as they continue their training.

My training class consisted of approximately 50 new WDOC employees. The vast majority were correctional officers, but also included food service workers, a warehouse manager, a teacher, an electrician, a human resources specialist, and two people from the medical department. Most were male and many had come from

Professional—continued on page 3



Cheyenne Unicover WDOC

Greenway Adoption



The Greenway clean-up crew

About fifteen employees and several of the Bob Lampert clan helped clean the Cheyenne Greenway section that

has been adopted by the WDOC Cheyenne office in

early August. Another trip will be made in late Fall.

The Greenway section, which is brand new, is right across Parsley Road, almost at the intersection of Parsley and Unicover. It heads to the east, up a curvy path, and ends just near Goins Elementary School.

There are signs up now claiming that the section is "Adopted by the Wyoming

Dept of Corrections." WDOC staff member Darlene Weeder and her family have adopted an adjoining section of the Greenway.

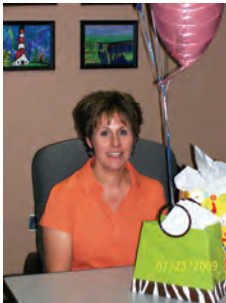
Thanks to everyone involved!

--Melinda Brazzale



Casper Field Services Office

Farewell to Jen Miner



Jen Miner

I would like to let all WDOC staff know that July 31, 2009 was Probation/Parole agent Jennifer Miner's last day. She had decided to leave the department in order to work part-time for the Casper Police Department as their Community Services Officer.

Jennifer began her service to the State of Wyoming with Department of Family Services in 1995 before she was hired as a Probation/Parole agent with

WDOC in 1997. After a couple years with DOC she decided to further her education and in 1999 she earned her Master's degree from Aurora University. Shortly thereafter she came to WDOC to again work as a Probation/Parole agent in the Casper office.

During her time with the department Jennifer was a well respected agent and an even better person. She was instrumental in her efforts to develop

the North Casper Community Supervision Project. Her knowledge, skills, positive attitude and personality will be missed. We wish her the best as she pursues the next stage of her professional and personal life.

-- Kevin Whitman, Assistant ACC Coordinator, Casper Office

The Rap Sheet

Vol. 13, Issue 8
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Overall Department

Service Awards

Congratulations to the following WDOC staff members who achieved significant years of service to the State in August.

Gillette Field Services Office
Marie Fritza, Probation and Parole Agent, 5 years on August 9

Wyoming Honor Conservation Camp
Rex Brown, Human Resources Manager, 5 years on August 19

Wyoming Honor Farm
Warden Ken Keller, 25 years on August 18, 2009

Wyoming State Penitentiary
Alva Drummond, Recreation Specialist 2, 20 years on August 1;
Sergeant Rodney Peach, 10 years on August 30

Wyoming Women's Center
Katrina Gibson, Administrative Specialist 4, 5 years on August 1;
Corporal Karen Jass-

man, 25 years on August 1;
Virginia Pullen, Education Manager, 25 years on August 1

Professional—continued from page 1

out-of-state. Some were veterans and several had college degrees.

The first week's training is intense with a great deal of material covered, rather quickly. The emphasis is upon the role and function of correctional employees, the mission of WDOC, and the need for teamwork, and maintaining professional attitudes and bearing in all they do. Proper staff/inmate relationships and boundaries were emphasized throughout. In addition, all uniformed staff also had to complete a physical fitness test.

All employees complete the first week of training together, after which the contract employees return to their respective facilities.

The next four weeks' training covered a variety of topics such as use of force, cross-gender supervision, suicide prevention, motivational interviewing, inmate discipline, inmate programming, key/tool control, classification, movement, special needs inmates, use of restraints, searches, etc. During two days of the training, the students were assigned to work shifts within WSP to allow them to experience the supervision of maximum security inmates.

While not fully using a military model, the training had a definite military tone, as is necessary to initiate new employees into a correctional organization. Periodically the uniformed staff members were called into formation and their uniforms were inspected. Classes started promptly and ended on time.

Break times were tightly controlled. There was no cutting of corners permitted when it came to attendance and participation. The trainers were all sergeants/lieutenants and wore uniforms. Weekly exams were given over the class material presented. Students reported having to do a great deal of studying after hours to prepare for these challenging exams.

The training process resulted in the class members forming into a "team." They became noticeably more cohesive and unified as the weeks progressed. Bonds were formed and they began working well together. Throughout the training, the instructors were supportive, but demanding. They were focused and modeled professional appearance, demeanor and bearing. The combination of the training and the trainers seemed to have the desired effect of creating "corrections professionals," who exhibited pride in their work and possession of the skills necessary to do it.

At the end of five weeks, the non-uniformed staff members returned to their respective facilities and the uniformed staff members entered a one week period of on-the-job training, during which they worked in their facilities with training officers/supervisors. They then returned to the academy for four more weeks of instruction in topics specific to their position.

— Rick Patterson



Photos: top, students participate in the Academy; above, Dr. Patterson teaches one of the sessions at the Academy; right, he confers with Investigative Lieutenant Wendy Halter; and below, he meets with staff following a session



1-2-3 Employee Survey Finds Satisfaction

Respondents are generally satisfied with their benefits, but express less satisfaction with their pay and promotional opportunities.

Earlier this year, Dr. Mark Harris, the WDOC Research Manager, was charged with creating and conducting a survey for WDOC employees who had been in their current positions between one and three years. The purpose was to represent an opportunity for employee opinions to shape the agency's retention efforts.

Results indicated that respondents overwhelmingly agree that the organization is a good place to work and express high levels of overall satisfaction with their jobs. Other results are listed below.

Through the study, department administrators have sought to understand how these newest employees are experiencing their work and community environments and what factors may be influencing decisions and future career plans.

The WDOC Retention Committee, is led by Jeffie Wiggins, Central Services Division administrator. The committee will use the results of this survey as well as other information to help guide a number of initiatives to positively affect retention. If you have questions about that effort, contact Jeffie Wiggins.

The survey was mailed to individuals' homes and of the 322 employees in the study population, 237 employees responded for an overall response rate of 73.6 percent. We wish to thank those who took the time to respond to the survey.

The entire survey and results can be accessed on the WDOC intranet site (staff site). Go to <http://159.238.81.10/> and

click on the red box.

Here are observations made by Dr. Harris:

"Generally speaking, respondents express high levels of satisfaction with their work environment across a number of dimensions.

"Respondents overwhelmingly agree that the organization is a good place to work and express high levels of overall satisfaction with their jobs.

"Respondents are generally satisfied with their benefits, but express less satisfaction with their pay and promotional opportunities.

"Respondents' opinion varies substantially across community factors. Specifically, they are least satisfied with available retail shopping and housing but most satisfied with available outdoor activities.

"The vast majority of respondents plan to remain working with the department over the next 12 months.

"Of those planning to leave the department in the next 12 months, more chose difficulties with promotional opportunities and supervisors/management as their reason for leaving than other factors.

"Of those planning to stay with the department, the three factors having the greatest impact on retaining these employees include, in descending order, job stability, benefits, and pay.

"Among those planning to stay with the department, only better pay was selected by a majority of respondents as a potential risk factor for considering em-

ployment elsewhere."

Questions about the survey or the survey process can be directed to Dr. Mark Harris at MHARRI@wdoc.state.wy.us



Brenda Crawford and Kristi Leavitt

MS 150 Ride

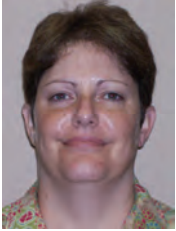
On August 15 and 16 August, Brenda Crawford, our Employee Assistance Program Manager, participated in a 150 mile bike ride to raise awareness and money to support finding a cure for Multiple Sclerosis. The ride began in Sundance both days, and meandered through some of the most scenic areas of the Black Hills, including Devils Tower, Spearfish Canyon, Hulett, and other places whose names Brenda didn't remember.

Brenda and her riding partner, Kristi Leavitt, both speak of their new awareness and sensitivity to how many people in this region of the U.S. are affected by this illness. "It was an amazing opportunity to help bring attention to this awful, cunning, thief of a disease. We pray that there is a cure in the near future," Brenda said. "It was a very special, challenging, hard, fun, and moving experience, and I look forward to doing it again next year."



Casper Field Office

New Staff Member



Please join the Casper Field Office in welcoming Tara Fairbanks to our ranks.

Tara joined our office on August 3, as a traditional Probation and Parole Agent. Tara came to the Department of Corrections from CAC-Casper where she worked as the Training Coordinator. Tara has a Bachelor's degree in Psychology and a Certificate in Addictionology. This combination of education and experience will be welcome additions to our office and the department as a whole. Welcome aboard, Tara!

— Josh Brown, Field Public Information Officer

Wyoming Women's Center

Giving Back to Those Who Give So Much

On July 25, the executive staff of the Wyoming Women's Center, (WWC) and Unit Manager Phil Myer hosted a special Volunteer Luncheon at the Niobrara County Senior Center in Lusk.

Following the luncheon, Warden Daniel Shannon and Deputy Warden Martha Buchanan spoke to the group. They commended the volunteers and expressed their appreciation to them for their dedicated, selfless and invaluable services which they provide to the inmate population at WWC. Mr. Myer also spoke and expressed the following, "You all have provided countless hours in your endeavor to reach out to your fellow man. We truly view you as one of the facility's

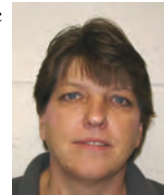
greatest assets and you each bring a unique, provocative and stimulating rehabilitation program to our institution. This goes hand-in-hand toward reinforcing the department's goal of reintegrating our inmate population successfully back into local communities."

Completing the affair was the introduction of WWC Chaplain Leslie Kee. She was followed by a puppet homily and comedy skit featuring Puppeteer Jill Bryan of Jillybean Enterprises, Inc.

— Chris Thayer, Field Public Information Officer



The WWC volunteers



Denise Pavone



Kristen Thompson



Elizabeth Utess



Jacqueline Morales



Cameron Morris



Matthew Smith

Wyoming Women's Center

Welcome to New Staff Members

Denise Pavone joins her husband, daughter, and son-in-law as a new member of our security staff. She previously worked in the Intensive Treatment Unit and for the TACT program. She enjoys playing baseball, basketball, and riding bikes.

Kristen Thompson also joins family – her husband and her step-father have been officers here for about a year. She enjoys softball and swimming, and is enjoying living in Wyoming.

Jacquelyn Morales comes from California with her husband and two daughters. She served four years in the Marine

Corps, and spent seven years in real estate. She joins us seeking a change in careers and wanting to serve the community.

Coming from the Arizona correctional system is **Matthew Smith**, along with his wife and daughter. He brings five years of experience and is very happy to be here.

Elizabeth Utess spent time in the ITU Unit as a Community Supervisor before deciding to become an Officer. Her hobbies include hiking, fishing and watching sports.

Cameron Morris used to work for the TACT program, and is now very glad to be an officer.

She moved away for a little while with her husband and children, and they are now happy to be back in Lusk. She enjoys the outdoors, music and art, and collecting movies.

— Trista Nicholls, Field Public Information Officer



Casper Field Services Office

Winners! Softball, That is...*Casper softball team*

For the second year in a row, agents from the Casper Field Services Office participated in a men's double header softball league. The team ended the regular season with a record of 13 and 3 and the division title for Division Six. As a result, the team was moved up to Division Five for the end of season tournament. When all was said and done, the team finished third in the tournament.

DOC associated employees participating on the team were Josh Oster (now with Federal Probation), Lyndon Lach (ASI Assessor Cassidy Lach's husband), Dan Dudley, Scott Cruickshank, Kevin Whitman, and Josh Brown.

A big thank you to our sponsors who made it all possible: once again, Agent April Steffensmeier's father (Lappin Tech) and husband (High Country Graphics) supported our team. This year they were joined by former Agent Barb Jones (Trademark Employment Services) in their support.

Thanks to everyone who played and everyone who came to support our team.

— *Josh Brown,*
Field Public
Information Officer



The WHF Forestry crew has completed it's construction of a pole fence area around the outside visiting park at the Wyoming Honor Farm. A "thank you" to Mr. Williams and his crew once again for a great addition to the area.

— *Warden Ken Keller*

Lost Time Accidents

Number of days since a lost time accident as of July 31, 2009

Wyoming State Penitentiary***Staff***

Physical Plant/Warehouse 29 days
Administration Building 566 days
South Facility 8 days
Central Production Facility 719 days
Industries Building 263 days

Wyoming State Penitentiary***Inmates***

Physical Plant/Warehouse 475 days
South Facility 763 days
Central Production Facility 192 days
Industries Building 225 days

***Wyoming Honor Conservation/
Boot Camp***

Staff 154 days
Inmates 50 days

Wyoming Women's Center

Staff 225 days
Inmates 28 days

Wyoming Honor Farm

Staff 334 days
Inmates 18 days

Division of Prisons

The Best of Being an Intern

Just having finished her first year at the University of Wyoming in May 2009, Kristen Young was looking for a challenging summer job that fit into her chosen major of Criminal Justice. She searched the State website and found a job that looked good at the Wyoming Department of Corrections (WDOC). She got an interview at WDOC and admitted that though she prepared for the interview, she felt that she'd failed. "I was asked about auditing and some other topics I didn't know about and so I really felt that I wouldn't get the job," she said.

Directly following the interview she went to visit her mom who works at the Governor's Office and, coincidentally, WDOC Director Bob Lampert walked in. When her mom introduced her to the director, Kristen was so befuddled that she questioned that he was really the director, and of course, he laughed. That added to her unsettled state of mind!

Well, good for her and good for the department, Kristen got the job! She was hired for a 13-week internship by the Division of Prisons, working directly with Bil Carter and Dutch Fla Havhan in the Industries Program.

When asked to comment on Kristen and her internship, Mr. Carter, State Industries Manager, said, "Kristen did an outstanding job this summer supporting Correctional Industries and the Prison Division as well as other divisions. Her performance exceeded expecta-

tions in all areas and it was a challenge to keep her supplied with tasks, as she was extremely quick to finish whatever was assigned. She really enjoyed coming in asking for additional work!

"Kristen has a dynamic personality and it was truly a pleasure to have her on my team, if even for such a short time. I wish Kristen success in her studies and the very best the future has to offer."

Kristen says that the weeks flew by and she was given some really interesting and meaningful work. "Not only was I given the opportunity to visit several of the institutions, I was given projects that intrigued me and confirmed that I had found the field that I wanted to pursue," she explained. Adding to the experience were meetings she attended which focused on a variety of subjects including budget, industries, the Correctional Industries Advisory Board, wardens' monthly meetings, and WDOC business. She was also able to visit with a couple of WDOC probation and parole agents and accompany them on home visits as well as to court appearances.

She's a firm believer in internships now. "I think it's very important that students participate in internships," she says, "and that they do it early in their college program." She added that the experience was very beneficial to her and though she never before even thought about corrections as a potential employer, she is now definitely interested.

"Everyone was so friendly and welcoming to me," she said, and that was important for her experience. Previous jobs had been in a completely different venue so this was the first "office" job for her and there was much that was unfamiliar about schedule, protocol and, of course, the work of the department. She said that she worked really hard and was able to get involved in some worthwhile projects.

Kristen's Reflections

"I loved the Wyoming State Penitentiary. All staff was so professional, it was clean, and it was a new experience being around inmates. I visited the garment and print shops and really enjoyed that.

"I'd suggest that it (an internship) would be best to start early. I will be entering my sophomore year in college and I feel like I have a real head start on what my career will be.

"This experience has given me the assurance that CJ is the right field for me.

"The reason that the internship has been good for me is that I was given meaningful work. If that had not happened, I would probably have regretted my decision to take the job.

"The people here are awesome. Everyone is helpful. I have my own space with my own phone and computer. It's been a good summer."

— Melinda Brazzale, Public Information Officer



Top: Kristen puts on her hard hat, ready to tour the WMCI site with Beth Mathews, WDOC Health Services assistant, right

Middle: Kristen visits with Melony Patterson, Prison Health Services (PHS), left, and Beth Mathews

Above: The WMCI tour group, l-r: Rod Holoman, PHS; WDOC Deputy Administrator Dawn Sides; WMCI Warden Mike Murphy; Roby Maldonado, PHS; WMCI Deputy Warden Mike Pacheco; Michele Kremers, PHS; Melony Patterson, PHS; Anne Cybulski-Sandlian, WDOC Health Services Manager; Kristen; and Beth Mathews



Wyoming Honor Conservation Camp/Boot Camp

Newcastle Facility Leads the Way with Career Readiness Certificate for Inmates

The first Wyoming Department of Corrections *Career Readiness Certificates* were awarded on July 19, 2009. The Wyoming Boot Camp awarded



CRC recipient Booter Cody Jensen, with GED Instructor Susan Turner, right, and Intern Stacy Schalesky, left

one Gold certificate and three Silver certificates. The Wyoming Honor Conservation Camp awarded one Gold certificate. This was after much hard work by the offenders, the GED instructors, Susan Turner and Becky Wolf, and our facility IT department. Congratulations go out for this pro-social accomplishment!



WHCC inmate Douglas Kemerer and GED Instructor Becky Wolf

The *Career Readiness Certificate* (CRC) is a work readiness indicator. The CRC is an assessment-based credential that gives employers and job seekers a uniform measure of workplace skills. The holder of this certificate, whether it is a Bronze, Silver or

Gold, has demonstrated a level of necessary "real world" skills that employers believe to be critical for employment suc-

cess. The "real world" skills measured for the certificate are communication and problem solving, which are valuable for any occupation.

The CRC is granted after three objective assessments are given in the WorkKeys test battery, which is from the ACT testing group. Communication skills are measured using the *Reading for Information* assessment. Problem solving skills are measured through the *Applied Mathematics* and *Locating Information* assessments. These assessments will indicate the level of skill, and describe the skills competency at each level. Levels are broken down into six or seven competency levels.

There are many benefits to the CRC. The individual who takes the WorkKeys assessments and receives his or her CRC has confidence that they have skills needed by local employers. The CRC can also help the individual to identify skill areas that need a higher level of competency. The CRC can help the

assessment taker with career changes and advancement.

Furthermore, employers are benefited in many ways. They are able to increase their bottom line by knowingly hiring employees skilled in communication and problem solving. The CRC helps take the guesswork out of their employee selection process and decisions. Employers can also make their training efficient and effective using the information from the CRC.

The *Career Readiness Certification Initiative* is a joint partnership among the following entities: The Governor's Office, Wyoming Community Colleges, Wyoming Department of Education, Wyoming Department of Corrections and the Wyoming Department of Workforce Services.

— Dan Gettinger, WHCC
Academic Manager



Overall Department Wellness Awards

To join the WDOC Wellness Program, contact your local Wellness Champion.

The Champions are: Tracy Rose, WHCC; Ashley Miller and Chris Thayer, WWC; Darlene Lovato, Lucinda Cobia, and Wade Earnest, WSP; Vi Gardner, Buffalo Field Services; Jennifer Slater, Lara-

mie Field Services; Lorri Franz, Cody Field Services; Elizabeth Karn, Evanston Field Services; Terry Dovey, WHF; Brenda Crawford, Becki Colegate, Steve Lindly, and Melinda Brazzale, Cheyenne Unicover Building; Bev Wollen, Casper Field Services; and Sonya Middlemas, Rock Springs Field

Services.

Brenda Crawford is the Wellness Coordinator for the Department.

Wyoming Honor Farm *Inmate Talent*

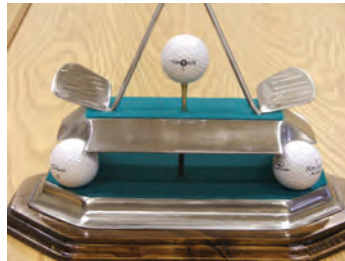
WHF is having it's staff Wellness Golf Tournament the end of August. I have attached photos of the first place trophy (there will be two, one for each member). Also 2nd and 3rd will get trophies slightly down graded for these places. We can only have 14 two-person teams due to cart availability at the Wind River course but it should be a lot of fun with many other prizes.

Mr. Settlemire and Captain Perkins got Mr. Brown's carpenter and Mr. Cox's welding crews together to make these out of scrap material. Amazing what an old stainless sink can look like. Also, a special thank you to Mr. Dovey, our recreation specialist, for all his hard work on this and many other projects.

A crew of welding and hobby inmates got together and took an old bike frame, old car door, and odds and ends from the scrap pile and built a bike for a raffle. Just thought I would share a little of the inmate talent and how they

like to get involved also when asked.

— Warden Ken Keller



The inmate made golf trophy



Painted detailing on the trophy bike

Wheatland Field Services *New Agent*

Please join me in welcoming **Kayla Opdahl** to Field Services as the Wheatland Probation and Parole Agent. Kayla recently graduated from the University of Wyoming with a Bachelor's degree in Political Science and Criminal Justice. She has hit the ground running, taking over the blended caseload of regular supervision, intensive supervision and presentence investigations.

As you are passing through Wheatland, stop in and wel-

come her to the department. We're glad she's here.

— District Supervisor Tony Neider



Kayla Opdahl is sworn in by Magistrate Cole

Wyoming Honor Farm *OC Drill Tests Equipment and Staff*

A drill was held on August 10 at approximately 10 a.m. This drill had multiple functions. Following a burst of OC spray, a team suited up in extraction gear to conduct a dynamic entry on the cell. This tested the ventilation system and how, if at all, it would affect Central Control and other administrative areas.

Also, the drill ran through a Level 2 contact to see if our staff have the proper donning, fit and clearing of the protective masks, and lastly, to see our decontamination procedures put to task.

The test went very well and a full can Mark IX (18.5 oz) of OC spray was utilized and the systems tested very well. Central Control had very minimal effect. Almost all the effects were held to the holding cell area.

A special "thank you" to all the Entry Team (Lt. Stillabower; Officers Cannan, Schuelke, and



The WHF team beginning the cell entry

Goldsberry; Nurse VanTol, who donned a mask and entered the area to check on the cell; and to Mr. Fleetwood, who ran the video camera with no mask).

I got the accompanying photo to share but had to then quickly exit. Mr. Fleetwood and I can assure you all that the OC was very strong and effective but you did not have to exit far to get away from its effects.

This drill exceeded all expectations. Thank you, all!

— Warden Ken Keller

Gillette Field Services *New Agent*

New to the Gillette Office is **Jesse Piper**, who filled the Traditional Agent vacancy. Jesse joined our office on June 1, and has been a welcomed addition to our crew. Originally from Osage, Wyoming, Jesse graduated from the University of Mary with a degree in Criminal Justice in May 2009. He ran track while at UM, where he was a National All American in 110M hurdles. His hobbies

include hunting, fishing, camping, photography and anything outdoors.

— Jamie Maciejewski, Field Public Information Officer



Jesse Piper



Field Services District 11

Summer Meeting

District 11 staff, front, Tamara Peters; kneeling, l-r, Jami Maciejewski, Sheila Schafer, Wendy Anderson, Kara Snook; standing, l-r: Dena Knox, Tom Streeter, Pat Fiedor, Tory Coorrough, Jesse Piper, Tim Spencer, Helen Regan, Kelly Peters, Marie Fritzga, Craig Deuter

The Gillette/ Sundance/ Newcastle Offices held our district meeting on July 15, 2009 at the Sundance Office, which had a Hawaiian theme. Aside from the meeting, there was a potluck lunch, horseshoe golf and a birthday party. Helen Regan, support staff at the Newcastle Office, was also honored with her 10-year certificate and pin.

— Jami Maciejewski, Field Public Information Officer



Billy "Bil" Carter

Prison Division

Bil Carter Retires

"It has been wonderful working with many of you over the past four years. It's hard to believe that in such a short time I have made many friends and established some lasting memories. I was lucky to have so many of you to assist in making Correctional Industries a successful operation. Many thanks to you. It's now time for me to kick off my shoes and retire.

"My last day with WDOC is September 1, 2009. Take care and I wish you guys the best."

— Billy Carter

Wyoming Women's Center

ITU Graduation Celebrated

Inmates celebrate graduation from the WWC Intensive Treatment Unit

opportunity to say a few words about their experience in the program. Mr. Jason Lawndale and Warden Daniel Shannon also spoke to the group.

This graduation was unique as Ms. Wallace's three children were able to attend and watch their mother's successful graduation. This was done with the coordination of the social service caseworkers assigned to the children and Warden Shannon. It was commented by one of the attendees that Ms. Wallace now has the skills and tools to return to her boys and have a successful life.

—Chris Thayer, Field Public Information Officer

On August 17, the Wyoming Women's Center's Intensive Treatment Unit (ITU) celebrated a graduation of four women, inmates Jasper Wimber, Lakesha Wallace, Illiana Mercado and Lisa Groover. Each participant was given the



Scott Abbott, left, is congratulated by Director Lampert upon receiving his award for working for the state for 20 years as of June 2009



Wyoming Honor Farm

Tour de la Thermop

On June 20, 2009, on one of the last beautiful days of spring, the Wyoming Honor Farm hosted "Tour de la Thermop" which was a bike ride from the Wyoming Honor Farm to Thermopolis, Wyoming. This bike ride was 52 miles of rolling hills and beautiful canyon on the stretch of Owl Creek Mountain Range.

We were blessed with light traffic and phenomenal weather. Despite my slight disbelief in my own ability to reach this 52 mile goal, I was able to finish with only minor paralysis in most of my major extremities.

The participants in the bike segment of this event were Charlene Delaunay, Andrew Coleman, Rod Settlemire, Lamar Pang, Sandy Smith, Maegan Kemery, and me, Terry Dovey. We also had several other employees, as well as

family members greet us at Thermopolis with burgers and loads of other food ready to eat. Activities there included swimming, football, horse-shoes, and, of course, a lot of eating.

I wouldn't have done all 52 miles myself if it weren't for the amount of motivation all the other riders showed. The heart everyone showed that day on the black top was that of a gladiator inside of an arena. There were also moments when you forgot you were riding a bike while focusing on the beautiful backdrop of the Wind River Canyon. Most importantly, everyone had a lot of fun and we all look forward to continuing this next year with hopes that more of you will join us.

Next year's "Tour de la Thermop" will be held on June 12, 2010, departing from WHF at

0730. The Riverton Police Department will also be invited to this event. I encourage everyone to at least attempt and give it their all. Just like last year we will have a chase vehicle that will pick you up if you want to stop riding.

If you enjoy a good challenge, socializing with your fellow DOC employees, and just having fun, I know you will enjoy it. So, mark your calendar, get on a bike, and throw that couch away. I look forward to seeing each and every one of you there. (Training wheels will be allowed.) Semper Fil

—Terry Dovey,
Recreation Specialist



l-r, Megan Kemery, Andrew Coleman and Terry Dovey



l-r, Rod Settlemire, Terry Dovey, Lamar Barrera-Pang, Charlene Delaunay, Megan Kemery, and Andrew Coleman

Wyoming Honor Conservation Camp/Boot Camp

Promotions

Congratulations to **Audra Dudzinski** on her promotion to Administrative Specialist 3 - AD03, effective August 1, 2009. Audra started her correctional career with the Wyoming Honor Conservation Camp on April 16, 2007 as an Administrative Specialist 4, working as the receptionist and mail clerk in the Administration Office until December 2007. At that time she moved to the Programming Department. Her new duties will be focused mainly in the Boot Camp Program.

Also, congratulations go out to **Wanda Zink** on her promo-

tion to Executive Assistant to the Warden, effective August 1, 2009. In October 16, 2002, Wanda came to WHCC as a Food Service Supervisor and held that position until September 1, 2004. At that time, she moved into an Administrative Specialist 3 position as the receptionist and mail clerk in the Administration Office until June 1, 2006. From there she took on the duties of Administrative Support for the Associate Warden, Captain and Warden doing various organizational duties and related tasks.

—Bob Harty, Field Public Information Officer



*Above, Audra Dudzinski;
right, Wanda Zink*





Wyoming Honor Conservation/Boot Camp

Fire Safety For Children of WHCC Staff Members



On July 11, the Newcastle Volunteer Fire Department offered a Fire Safety Class for the children and families of WHCC staff members. Approximately 30 children participated in the day's excitement. This event was held at the Newcastle Fire Hall.

WHCC Sergeant Gilbert Nelson, who is also a Captain in the Newcastle Fire Department, organized the festivities. According to Sergeant Nelson, "We kicked off the afternoon with a barbeque at 1:00 for everyone."

Fire Department members, including Chief Donny Munger, grilled hot dogs and hamburgers. After getting their plates and refreshments, the children and parents sat down

in the meeting room where they were able to eat while they enjoyed an interactive video about fire safety. The interactive games were a hit with the kids as it got them involved, having fun, and also learning about fire safety. Sparky, the Fire Department mascot, made a special appearance and was overwhelmed with little squeals of delight and hugs.

The afternoon was very productive and entertaining while the children learned what to do if they get separated from their parents, staying low, exit routes, calling 911, and the importance of smoke alarms, among many more life saving tidbits.

Later in the afternoon they had yet another special treat lined up. Fire Department members were waiting to give tours of the Fire Hall and trucks and there were two fire trucks ready to give rides. The ladder truck

was displayed with the ladder extended way in the air shooting water. "The look on the faces of the kids was priceless. They were totally excited," said Nelson. With a Fire Department member and a chaperone the kids climbed into the trucks, buckled up and went for rides, with the emergency lights on and sirens blaring. What a memorable experience for all involved.

The life saving tips learned and the exposure to the Fire Department's staff and equipment is worth more than an article can convey. The afternoon was a success and perhaps someone might be saved from a catastrophe due to these types of events.

The Newcastle Fire Department would like to remind you:

Don't forget to check your smoke detectors monthly and be sure that if you have children they and everyone in your household are aware of Fire Safety.

—Sergeant Gilbert Nelson

Wyoming Honor Conservation/Boot Camp

Field of Dreams

The date of August 25, 2009, marked the start of a welding training partnership between three Wyoming agencies: Wyoming Department of Workforce Services (DWS), Eastern Wyoming College (EWC), and

Wyoming Department of Corrections (WDOC).

EWC brought their mobile welding lab to Wyoming

Honor Conservation Camp (WHCC) to work with seven offenders who are about to be released from prison back into society to be our neighbors again.

DWS has partnered with EWC and WDOC so that children will be taken care of, and to help their fathers fulfill their responsibilities of care. The men who have been selected for this class have children that need care. The selection also takes an aim at reducing welfare

dependency of the parents of these children. Furthermore, these men needed job preparation skills. All of the men selected are in their final days of their prison sentence.

The EWC class is shielded metal arc welding. This class provides training to develop the manual skills necessary to make high quality shielded metal arc welds. The welding positions



Field, continued page 15



Wyoming Honor Farm

Welcome to New Sergeants

I am very happy to announce that Mr. Ethan Remacle and Mr. David Massey will be joining the WHF corrections team as Sergeants. Both come to the WHF and WDOC with experience in corrections that will be very beneficial to the team.

Ethan Remacle comes to the Wyoming Honor Farm as a former Marine, five and a half years with the Department of Corrections in Idaho, with three of those years as Sergeant. He has served three of his five years on the tactical team as the Tactical Commander for Northern Regional Idaho. Sgt. Remacle has worked every custody level from minimum security to maximum security at the Idaho Correctional Institution Orfino and the North Idaho Correctional Institution. Sgt. Remacle was also the Assistant High School Track Coach and Head Junior

*Ethan Remacle*

High Wrestling Coach. He brings with him to Riverton, his wife, Sarah, a high school teacher of English and Speech, and four children. He is very excited to continue his career in Riverton at the Wyoming Honor Farm.

David Massey comes to the Wyoming Honor Farm as a former Army member. He has been with the Michigan Department of Corrections for eight and a half years as a Correctional Officer. During his tenure, he has served as Acting Unit Manager, a Facility SCBA Trainer, a gas mask FIT tester, and he was on the Security Threat Group committee.

*David Massey*

He brings his wife, Jasmina (pronounced Yasmina) with him to Riverton and is very excited to continue his career in corrections at the Wyoming Honor Farm.

— Warden Ken Keller

Prison Division

Wardens Earn ACA Certification

Both Warden Steve Hargett and Warden Mike Murphy recently passed their Certified Corrections Executive exam and are now certified by the American Correctional Association as certified corrections executives. They join Director Bob Lampert, Administrator Pat Keppler, Deputy Administrators Scott Abbott and Dawn Sides, Manager Jerry Steele, Wardens Dan Shannon and Ken Keller, and Deputy Warden Mike Pacheco who had earlier received their certifications.

*Steve Hargett**Mike Murphy*

Prior to certification, applicants must have one year or more in an executive level position and a college degree or at least ten years of correctional experience and a high school diploma. They then must successfully complete a 200-question examination that tests their knowledge as a corrections executive.

It is the intention of the Wyoming Department of Corrections that all facilities are eventually accredited by the ACA and this is a step towards that goal.

Central Office and Cheyenne Field Services

Thanks for School Supplies

Thanks to those who donated school supplies during the July office picnic here in Cheyenne for kids on the Rosebud Reservation in South Dakota. I was there recently for four days and we handed out school supplies on Saturday for about seven hours.

The photo shows the kids and their parents/aunts/uncles/grandparents lined up to get

supplies. The line, which you can see (though you can't see the end), stayed that length for hours. It was held during their annual fair and powwow, which is quite an event.

Though the majority of kids came from that reservation, there were also plenty of kids from Pine Ridge, Cheyenne River, Crow Creek reservations, which are in the same

general area.

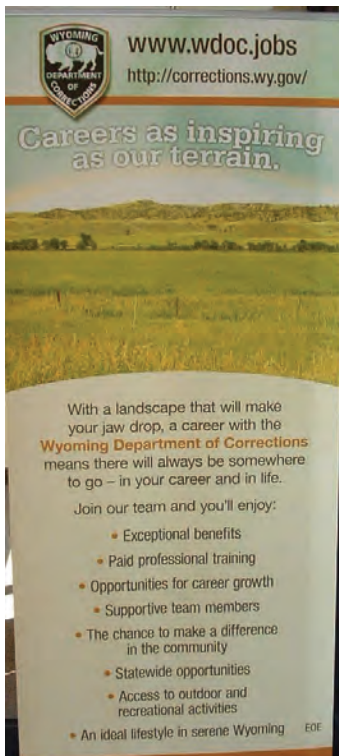
They are grateful for the help and it gets kids the basics, most of whom would start without any supplies.

— Deputy Director
Steve Lindly

*The school supply line*



Overall Department

We're Recruiting!

One of the several photo screens that the department uses in the recruitment effort

Due to the intense need to do background investigations for all job applicants who are applying for P.O.S.T. certified positions, many WDOC staff have been pulled in to assist the recruiters. The WDOC has 185 of these positions to hire for the Wyoming Medium Correctional Institution alone. Brenda Reedy, WDOC Recruiting Manager, said that it's likely that for every ONE person we hire, we will have investigated FOUR people—that's a lot of background investigations!

The new investigators have made a lot of progress. Those who helped in this effort were : Dee Herdt, Sandra Landeros, Mark Horan, Teresa Canjar, Jona Fletcher, Misti Paddack, Denise Neu, Ronald Behnke, and Melinda Brazzale.

Because this was a new experience, we asked for comments from these folks about the experience. Following are those we received.

"I was given the assignment of background investigator to help recruiting four weeks ago. As I was sitting in the training, I realized there are a lot of steps involved in this process. It was slow going at first, but once I developed a pattern things picked up. You evaluate the applicant's file first to determine what is needed and compare information provided with what is on the application. A background check is completed which includes a review of the driving record. A college degree has to be obtained from an accredited college. Any certifications have to be double

checked. All the paperwork involved with the testing process has to be in the file. Then you call the applicant to introduce yourself and ask them to supply you personal items that are needed for the file (i.e., high school diploma, DD214, credit report, birth certificate, transcripts, driver's license and social security card). Then you start calling employment and personal references. Employment references are for the past five years; a lot of these applicants have had many jobs.

Then you play the waiting game for call backs on all the messages you have left. I have really enjoyed this temporary assignment. Family members of the applicants had some really funny stories to share and the recruits I spoke with are very excited about their job prospects and the move the Wyoming. I appreciate having this opportunity to help the department with this huge recruiting effort. — *Teresa Canjar*

Since I am a Torrington native and will be working with the new employees at WMCI and maybe having them as neighbors, it was a treat for me to get to assist in the process. I have completed five background checks in my spare time and am looking forward to actually meeting the individuals on their first day of work. My experience has been very positive. I do hear my voice in my sleep at night, asking the same questions over and over again and I know my fellow employees are sick of listening to me. All in all, everyone, the spouses, the references, the

current employers, and former employers, etc., were for the most part very cooperative. I felt like I had really accomplished something when everything came together and I was able to turn the file back over to Raquel (Christensen) for the Warden's approval. In some instances it was the start of an individual's career in corrections. All of us that are working on the background investigations are learning from each other as well. Little tricks here and there make the process go faster. — *Dee Herdt*

I guess the best line I heard when I started this (job) was that there would be down times. I have yet to see one of those moments, but at least there is never a dull one! Talking to people all over the U.S. really gives me a sense of the diversity of challenges people are facing. It really makes me appreciate how good it is in Wyoming. I enjoy most hearing the good things about people and the thought that we will have the opportunity to work with some of these great people. — *Misti Paddack*

Overall Department

Holistic Stress Management

From July 22-24, 2009, WDOC Wellness Champions from around the state met at the Wyoming Honor Conservation Camp where they participated in a Holistic Stress Management train-the-trainer seminar. Topics included The Stress Emotions, Music Therapy, Humor Therapy, Creative Problem Solving, Grief Therapy, Diaphragmatic Breathing, Guided Imagery, Stress and Insomnia, and Human Spirituality. Participants also visited Deadwood, South Dakota, and The Crazy Horse Memorial in the evenings.

Holistic Stress Management opportunities are coming your way soon!

Smile, you might like it!

Presentation Summary: Scientists have been researching the relation between the mind, body and spirit, especially in

connection with the body's ability to heal. Laughter appears to change the brain chemistry and may boost the immune system. Humor may allow a person to feel in control of a situation and make it seem more manageable. It allows people to release fears, anger, and stress, all of which can harm the body over time. Humor improves the quality of life. Humor can be used either preventively or as part of treatment for any disease. In patients with cancer or chronic diseases, it helps reduce the negative effects of feeling unhealthy, out-of-control, afraid, or helpless. Caregivers are at high risk of becoming sick themselves, and humor therapy can help release the stress that comes from being a caregiver.

— Tracy Rose, Trainer for Holistic Stress Management



Above, visiting the Crazy Horse monument; left, Lorri Franz; below, Lucinda Corbia and Wade Earnest



Field, continued from page 12

that these men are learning are flat and horizontal on mild steel plate, single and multiple passes. The class also uses mild steel electrodes, low hydrogen electrodes, and iron power electrodes using AC and DC welding power sources. This class runs for 160 hours of classroom instruction, with most hours in the welding lab.

The men who are being released from prison are returning to a variety of locations: Powell, Etna, Casper, Buffalo, Gillette, and Cheyenne. The WHCC is excited to participate with these men and other state agencies in providing an intervention to reduce recidivism, and to help provide practical support for needy children.

The WDOC and the DWS will be tracking the success of these men and this intervention upon release.

—Dan Gettinger, Academic Manager, WHCC



MainLine to WMCI

September 2009

Wyoming Medium Correctional Institution

Warden Clarifies Tours

There have been requests to tour the new Wyoming Medium Correctional Institution in Torrington. I want to advise all interested parties that construction of the new institution is on time and we are scheduled to take possession of the facility on or about November 23, 2009.

At this time, however, the building does not belong to the department and we have limited access to the facility. When we take possession of the building we will offer tours for staff prior to the opening.

I know this is an exciting time and many of you are anxious to see the facility, but please be patient. Again, once we have possession we will schedule tours for WDOC and later the public.

—WMCI Deputy Warden
Mike Pacheco



Jay Muse

Wyoming Medium Correctional Institution

New Hires Named

The Wyoming Medium Correctional Institution continues to hire for the upcoming opening in Torrington early 2010. If an individual has already worked with the Wyoming Department of Corrections, that is noted.

Food Service Manager **Edna Curry**, start date 9/30/09

Facility Maintenance Manager **Melvin Faber**, start date 9/13/09

Case Team Leads **Jay Muse** (currently a probation/parole agent in Cheyenne), start date 9/13/09; **Tate Thompson** (currently a caseworker at the Wyoming Honor Farm), start date 11/1/09; **Rob Branham** (currently a probation/parole agent in Wheatland), start date 11/1/09

Records Manager **Kathrine Laursen**, start date 9/13/09

Correctional Lieutenants **Dean Slack**, start date 9/13/09; **Scott Tuttle** (previously a correctional sergeant at the Wyoming Honor Farm), start date 10/11/09

Correctional Sergeants **Alex Haislip**, start date 9/13/09; **Donna Lloyd** (currently a correctional corporal at the Wyoming Women's Center), start date 12/14/09

If you're interested in a job at this institution, don't wait! Testing for uniformed positions can take as long as eight hours and background investigations can take up to eight weeks.



Tate Thompson



Scott Tuttle



Donna Lloyd

About the WMCI

The Wyoming Medium Correctional Institution (WMCI) is being built in Torrington, Wyoming and is slated to open in January 2010. It will be the fifth institution in the Wyoming Department of Corrections system.

The WMCI will have 700+ beds for medium custody male inmates and will contain a high needs medical and mental health unit and a long term substance abuse treatment unit.

Hiring for the bulk of the positions has begun with training for employees beginning in September 2009. The length of training required is determined by the job description. All training is paid for by the WDOC and will take place in Guernsey, Wyoming at Camp Guernsey.

To access job information, go to <http://www.wdoc.jobs/>

Wyoming Medium Correctional Institution

Michael Murphy

Warden

Mike Pacheco

Deputy Warden



Wyoming Medium Correctional Institution

More About Recruits

As of August 31, 2009, the WDOC has hired 126 staff members for the Wyoming Medium Correctional Institution that opens in January 2010 in Torrington. That leaves (only) 224 to go!

The recruiting staff continues to recruit, screen and test applicants, in anticipation of filling the eight Training Academies that will be held at Camp Guernsey, in Guernsey, Wyoming. Each Academy lasts ten weeks and can hold 45 participants. Non-uniformed staff attend only five weeks of the Academy.

Two Academies will start in September, two in October, two in November, one in December and one in January with the final graduation date of March 5, 2010.

Go to <http://www.wdoc.jobs/> for updated job postings.

Key positions are named with the state from which they were recruited.

- Warehouse/Canteen Manager: Monte Fibranz, Wyoming
- Financial/Statistical Specialist, Purchasing: Sandra Landeros, Wyoming
- Computer Tech Specialist: Matthew Boyd, California
- Certified Academy Instructor: Michael Quillen, Wyoming
- Food Service Manager: Edna Curry, Nebraska
- Food Service Supervisor: Sabrina Pickett, Wyoming
- Administrative Specialist 2: Helen Schnackenberg, Wyoming
- Administrative Specialist 3: Leslie Daniels, Wyoming
- Administrative Specialist 3: Dee Ann Herdt, Wyoming
- Administrative Support: Jenny Brown, Wyoming
- Casework Manager: Steve Gaylor, Texas
- Casework Specialist 2: Tate Thompson, Wyoming
- Casework Specialist 2: Rob Branham, Wyoming
- Casework Specialist 2: Jay Muse, Wyoming
- Inmate Grievance Manager: Barbara Tuttle, Wyoming
- Casework Specialist 4: Marlene Miller, Wyoming
- Casework Specialist 4: Daniell Irwin, Wyoming
- Casework Specialist 4: Misti Paddack, Wyoming
- Records Manager: Kathrine Laursen, Montana
- Trades Construction & Maintenance: William Neu, Wyoming
- Trades Electrician: Dave Bryan, Wyoming
- Trades Manager/Supervisor 2: Melvin Faber, Texas
- 73 Correctional Officers (32 from Michigan, 22 from Wyoming, 3 from Colorado, 3 from Nebraska, 2 from Arizona, 2 from Illinois, 2 from Nevada, and 1 each from Minnesota, Ohio, Indiana, Wisconsin, Georgia, Penn-



WMCI staff "launching" to Torrington, seated, l-r, Barb Tuttle and Sam Azad; standing, l-r, Leslie Daniels, Sandra Landeros, Dee Herdt, Brian Smeltzer, Polly Helzer, Donna Radford, Monte Fibranz, Shari Zweibel and Bernice Madvig

September 2009

MainLine to WMCI

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