

## OREGON DEPARTMENT OF CORRECTIONS

# Connections to Corrections



To promote public safety by holding offenders accountable for their actions and reducing the risk of future criminal behavior.

**VOLUME II, ISSUE 1**

**JAN/FEBRUARY 2009**



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## Directors' Message

With the legislative session unfolding, we are anticipating approval of plans to move forward with the construction of the Junction City prison.

Pending legislative approval, our current plan is to build the facility in two phases: Phase 1 is the construction of the 532-bed minimum facility and Phase 2 is the construction of the 1,262-bed medium facility. We anticipate starting construction this summer, with completion estimated in fall of 2012 for the minimum facility and spring 2014 for the medium facility. There is always the possibility of adjustments to this schedule based on changes in the population forecast, legislation or voter initiatives.

As you may know, the Junction City facility will house several special needs populations, including a large portion of mental health and geriatric inmates. The facility will provide residential programming in both the minimum and medium facilities, as well as a mental health transitional unit in the minimum facility. We will provide updates on the Junction City facility as they become available.

On another note, we'd like to thank those of you who have contributed suggestions via the "DOC Suggestions" email on how the Department can work more efficiently and save money. Each suggestion is earnestly reviewed by Policy Group, and we will move forward on those that are viable. If you have suggestions, please email them to [DOC.Suggestion@doc.state.or.us](mailto:DOC.Suggestion@doc.state.or.us). Again, thanks for all that you do.

Sincerely,

Max Williams  
Director

Mitch Morrow  
Deputy Director



Director Max Williams

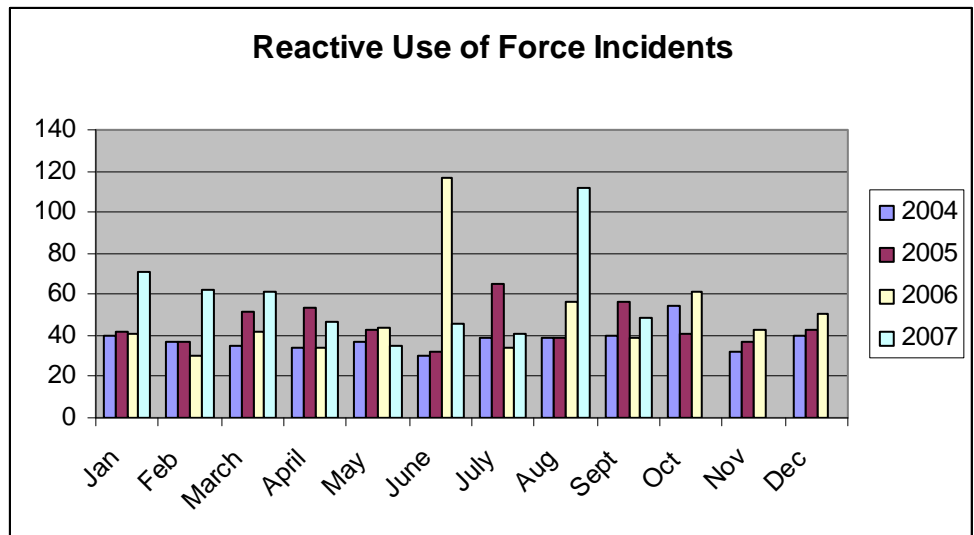


## Use of Force training & certification

OAR 291-013-0005 on Use of Force (UOF) states that before resorting to physical force staff shall use non-force alternatives, such as talking an inmate into compliance, giving a warning, verbal command or demonstrating a show of force. If physical force becomes necessary, it is DOC policy to begin with the lowest type and amount that is reasonable given the specifics of the situation.

However, even though DOC staff do an excellent job of using verbal interventions to gain compliance, dangerous situations can and do arise in which the use of force may become necessary to protect staff, inmates, or property from injury and to maintain or reestablish control.

To make sure that staff are prepared to handle these situations, the Professional Development Unit (PDU) oversees a UOF Instructor Certification Program. This includes working with Operations' management to ensure that the training and development this group receives is of high quality and is legally defensible.



DOC has 14 different Force Skills certifications, from OC Spray certified instructors to Force Skills Master Instructors and Range Masters. It is part of PDU's responsibility to ensure that all certifications are current.

In addition to overseeing the Force Skills Instructor Certification program, PDU's force skills responsibilities include:

- Working closely with Operations' management to plan for all future force skills training needs;
- Working closely with all outside manufacturers to standardize weapons, munitions, and training received;
- Designing and coordinating delivery of all Force Skills classes;
- Researching and reviewing all UOF Incident Reports to determine training issues;
- Ensuring all firearm ranges meet standards set by law and policy;
- Coordinating use of our ranges with outside law enforcement agencies; and
- Designing, delivering, and/or coordinating the delivery of all Tactical Emergency Response Team (TERT) courses.

PDU's UOF Coordinator Rob Kendall can be reached at 503-373-7140 or 503-569-3945 if you have any questions about DOC's certification program or upcoming Force Skills classes. Rob is dedicated, as are all PDU staff, to ensuring staff have the knowledge and skills necessary to maintain safe and secure institutions.



## A New Year's wish

*By: Les Dickey, Lieutenant, OSP/Special Housing*

Of the incredibly large number of people in our world, only a special few are willing to risk their own lives and well-being on a daily basis to protect and serve others. Corrections employees are most certainly included in those few. I would like to begin by telling you how proud I am to be included in this group of professionals; and to thank each of you for the always challenging and often difficult jobs you do as you serve our communities so efficiently and effectively.

During my 36 years of service to the law enforcement and corrections communities, I have been fortunate to have developed what I have come to recognize as "a keen eye for the obvious." Over the 20-plus years that I have served within our Department, this 'keen eye' has helped me to realize how very much we, as Oregon DOC employees, are a family. Like all strong families, we most certainly have our good days and bad.

The majority of the time we are known to function like the proverbial fine timepiece. On occasion however, it seems we forget to provide needed maintenance to this fine timepiece we know as DOC and we get a 'tick' when we expected and needed a "tock." Fortunately, during these difficult and challenging times we consistently prove our ability and desire to pull even closer together and the family functions at its absolute best. For this reason, combined with many others, I am confident that 2009 will be one of the most rewarding and productive years in the history of our Department.

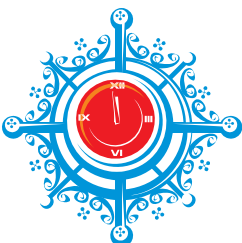
We are entering a period in our history when our financial resources will be severely limited. During this same period of time our inmate population will increase significantly. The public we serve will continue to expect that we maintain the same level of security and operational efficiency that we have become known for. Our challenges will be exceeded only by our opportunities. Just as we have in the past, we will leverage these challenges into opportunities with the end result being the creation of an even stronger team of Oregon corrections professionals. I cannot imagine a more exciting time in our history to be a DOC employee and most certainly cannot imagine a better group of folks to work with, particularly as we continue to not only meet, but exceed public and departmental expectations during these next few months.

To my corrections family, and to their families...

I wish for you only the best life has to offer and sincerely look forward to continuing to work with you during what promises to be a year of challenge and opportunity.

*Thanks Folks!*

Les





## Free electronics recycling starts up in Oregon

Oregon and Washington both debuted a new recycling program in January that allows people to recycle their old televisions, computers and computer monitors for free. The programs are financed by electronics manufacturers. In Oregon, the program is jointly implemented with the Oregon Department of Environmental Quality (DEQ), who requires participating recyclers to meet environmentally-sound management practices for safe handling and recycling of collected materials.

You can recycle up to seven items at a time for no charge, including computers (desktops and laptops), monitors and televisions. The Oregon program, which began Jan. 1, does not provide free recycling of keyboards, mice, speakers, printers, scanners or other types of electronics or appliances, although many recyclers will accept those items for a fee.

Both Oregon and Washington are seeing strong results from the new program. Oregon reported approximately 1.5 million pounds collected in January, which puts us ahead of the annual projection of 12.2 million pounds. Washington reports that they brought in approximately 3 million pounds, which is also ahead of their annual projection of 25 million pounds.

For more information or to find recycling sites near you visit the Oregon E-Cycles site at [www.oregonecycles.org](http://www.oregonecycles.org) or call 888-532-9253.

### LOCATIONS

#### Oregon

[www.oregonecycles.org](http://www.oregonecycles.org)  
888-532-9253

#### Washington

[www.ecyclewashington.org](http://www.ecyclewashington.org)  
1-800-RECYCLE

## Weathering tough financial times: 9 tips for 2009

The financial crisis of 2008 battered the wallets of many Americans, leaving them unable to make ends meet. While saving and investing may be difficult, it's critical to weathering tough financial times. These nine tips can help:

1. **Pay down credit card debt.** Banks are increasing interest rates and late fees and reducing credit limits on credit cards. That means higher borrowing costs. Lower credit limits can also mean lower credit scores if you don't pay down your credit card balances.
2. **Check your credit report.** With credit becoming harder to get, make sure your credit history is accurate—and correct problems that may hurt your credit score. For your free credit report, call (877) 322-8228 or visit [www.annualcreditreport.com](http://www.annualcreditreport.com).
3. **Create a rainy day fund.** One in three Americans has no emergency savings. Aim for at least one month (preferably three to six months) of your current salary in an insured savings account. Don't touch it unless absolutely necessary.

*Continued on Page 5*



### *Weathering Tough Financial Times: 9 Tips for 2009*

*(Continued from Page 4)*

4. **Avoid raiding your 401(k).** One in five workers over age 45 stopped saving for retirement in 2008 because of economic conditions. Before cutting contributions or borrowing from your workplace retirement plan, reduce spending wherever possible.
5. **Diversify.** Particularly if your portfolio declined more than broad market indices, make sure you are well diversified. Spread your risk by spreading your investments both among different asset classes—meaning stocks, bonds and cash—and within each asset class.
6. **Open account statements.** When markets are volatile—and especially during a bear market—you may be tempted to avoid the trauma of seeing losses in your portfolio by ignoring your 401(k), IRA, mutual fund or brokerage account statements. But doing so can blind you to problems in your accounts other than performance.
7. **Know that fees matter.** Find out what each investment costs. With mutual funds, for example, the higher the fees and expenses, the less real return you make. Compare the impact of fees and expenses on mutual funds, Exchange Traded Funds (ETFs), and Exchange Traded Notes (ETNs).
8. **Protect yourself against identity theft.** Virtually any news item, positive or negative, can become a "hook" for a new scam—and the current turmoil in global financial markets is no exception. Phishing attacks surged in October 2008 by 103 percent following stock market drops. These spams often exploited news of bank failures as a hook to obtain personal information.
9. **Invest for the long term.** Investors with a short-term outlook often jump ship just as a bear market bottoms out, or jump in as a bull market peaks. Instead of panicking or trying to time the market, focus on the long term. Investing incrementally, in good times and bad, is a tried and true way of bearing up in a bear market.

Even if you were not thinking about saving and investing when the clock struck midnight on New Year's Eve, it's not too late to set fresh financial goals for 2009. Take time to make a long-term financial plan—and stick with it. Many investors feel pinched these days—and may be more willing to take risky measures to make ends meet. But it's important not to panic. Staying diversified, understanding risk and reducing debt are the best ways to manage your finances during uncertain times.

These tips were taken from FINRA (Financial Industry Regulatory Authority)  
<http://www.finra.org/index.htm>.

Stay Well!





## Facilitated Dialogue Program provides answers for crime victims

*By: Karen Roddy, DOC Victim Services Coordinator*

The Department of Corrections vision statement states in part that DOC is committed to creating “partnerships with Oregon communities to hold offenders accountable, engage victims, and enhance the quality of life for the citizens of Oregon.”

To that end, the Facilitated Dialogue Program (FDP) provides an opportunity for victims and survivors of crime to have contact with their incarcerated offender. This confidential process is victim-initiated and driven, giving victims the opportunity to ask questions to which they’ve never been given answers and to let offenders know how the lives of victims/survivors have been impacted by their crime.

Victims have the opportunity to hear the offender recount the crime in his/her own words and accept responsibility. It is an opportunity for offenders to recognize who they have hurt and to hear from the victim/survivor the real consequences of the crime. FDP is voluntary. Any participant can stop the process at any time if he/she does not wish to continue. There is no tangible benefit for offenders who choose to participate, other than taking accountability for their actions.

FDP is not for everyone. Requests are carefully screened by DOC Victim Services in collaboration with FDP Advisory Committee members to determine if the case is appropriate to move forward. If accepted, co-facilitators are assigned and arrange individual meetings with both the victim/survivor and the offender to prepare for a possible face-to-face meeting. In lieu of face-to-face meetings, the process also allows for video conference meetings and/or letter exchanges depending on the victim’s preference.

Since FDP was implemented in 2004, the Department has received 20 victim-initiated requests for facilitated dialogue. Of those 20 requests, six resulted in actual face-to-face meetings. In addition, 21 staff and community volunteers around the state have attended a 40-hour specialized training and are prepared to facilitate cases. Regular ongoing advanced training is also provided.

Victims interested in FDP may contact DOC Victim Services at 541-881-4699 for more information.



## Oregon OSHA accepts DOC into the SHARP Program

The Oregon Occupational Health and Safety Administration (OSHA) Safety and Health Achievement Recognition Program (SHARP) recognizes employers that have implemented exemplary safety and health management systems. Acceptance into SHARP is a public acknowledgment by Oregon OSHA that a model safety and health program exists at the worksite and that safety is a company value. On Jan. 6, DOC signed a SHARP certification agreement with OSHA, which will provide us with opportunities to raise our safety programs to the next level.

In order to be recognized by SHARP, the following requirements must be met:

- Candidates must have a Days Away, Restricted or Transferred (DART) rate below the state industry average for their North American Industrial Classification System (NAICS) code.
- Oregon OSHA consultation must verify that all SHARP requirements have been met before recommending a site for approval.

SHARP approval is granted in 12-month increments. Recertification is granted only after verification that all SHARP requirements continue to be met. An employer that has been approved as SHARP for the second and subsequent years can be deferred from scheduled Oregon OSHA inspections (complaints and serious accidents will still be investigated by OSHA).

The Oregon SHARP program is a five-year program. Upon completion of the fifth year, employers are eligible to graduate from the program. SHARP graduates are encouraged to continuously improve their safety systems. SHARP graduate companies that wish to continue in a recognition program are encouraged to look into the Voluntary Protection Program (VPP), which recognizes outstanding accomplishments in occupational safety and health management. TRCI has graduated from the SHARP program and SRCI took part in the SHARP program for two years.

Facilities within DOC striving for SHARP status will be working with represented staff as well as management to have an exemplary safety and health program. This will make all our facilities safer and encourage us all to work together to continue to strive for a safer and healthier work site.



*From left to right: AFSCME Council Representative Tim Woolery, DOC Director Max Williams, and OROSHA Director Michael Woods sign the SHARP certification agreement.*



# TRCI's Biggest Loser Competition

By: Aleca Nelson, Public Information Officer

Staff wellness and safety is one of the Oregon Department of Corrections (DOC) critical areas of concern. Correctional staff, both security and non-security employees, are recognized as DOC's "No. 1" resource. Ensuring a safe and healthy workforce helps to ensure proficient management of correctional operations, programs and inmate concerns.

A Wellness and Safety initiative for DOC employees was implemented in the later half of the 2007-09 biennium. The initiative promotes improvement to current workplace safety, wellness, and return-to-work opportunities for DOC employees. The Department is working closely with outside agencies including the Department of Administrative Services, Public Employees Benefit Board, the State Accident Insurance Fund Corporation, and the Oregon Occupational Safety and Health Division to build resources and support systems that enhance safety and wellness cultural change in the work place.

## TRCI Wellness Committee

### Members

- Sue Washburn, Chair
- Shannon Johnston
- Steve Lankford
- Mandi Wilson, Secretary
- Dawn Wagner, Treasurer
- Bob Martinez
- Don Mills
- Lavon Starr-Meyers
- Dorothy Wettlaufer
- Mike Mathisen
- Yvette Hollis
- Mona Lily
- Phil Ruffcorn
- Lenny Counihan

Two Rivers Correctional Institution (TRCI) established its Wellness Committee last summer. Comprised of management and represented staff members from various sections throughout the institution, the committee quickly scheduled a calendar of monthly health and wellness-related topics and activities to promote (see inserts for member information and projects).

The Fall Into Wellness Health Fair held Oct. 16, 2008 attracted 137 staff members and included a number of health and fitness-related prizes, including a sous chef preparing delicious low-fat, high flavor recipes, a \$500 mountain bike grand prize and the kick-off of TRCI's Biggest Loser Contest.

"All of the funding for the Wellness Committee activities has come from the TRCI Employee and Fitness Committees, staff entry fees and the Security Plus AFSCME Union," explains Wellness Committee Chair Sue Washburn. "All of these organizations are funded through staff financial support, which allowed us to buy prizes rather than solicit donations from local businesses."

## TRCI Wellness Committee

### Projects

- Tobacco Cessation
- Yoga
- Health Screenings
- Balancing Work and Family
- Healthy Recipes
- Reducing Holiday Stress

Certainly the most popular activity to date, TRCI's Biggest Loser Contest was a four-month competition open to all employees with a \$1,000 first prize and smaller cash awards for weekly weigh-in winners. The contest started with 72



### *TRCI's Biggest Loser Competition Continued from Page 8*

participants and concluded 14 women and nine men still engaged in the competition. Total weight loss was 407 pounds - 156.2 pounds lost by women and 250.8 pounds lost by men.

On Feb. 10 Brian Bradley, GED and ABE instructor, was announced as TRCI's Biggest Loser champion. Bradley came to TRCI in 2001 after transferring from Eastern Oregon Correctional Institution where he had taught for two years prior. His "win" was celebrated in a special presentation at the operations meeting. He was presented \$1,000 in cash while 67.6 pounds of potatoes representing his success sat on the table.



*67.6 pounds of potatoes, representing Bradley's total weight loss!*

Bradley shed 67.6 pounds in 16 weeks and says he's "not stopping there" and wishes the contest would continue at least another month to help him stay on track. "It was my own mortality and a desire to be around for my two children and live to see my grandchildren that were the greatest motivators in helping me lose the weight," he said.

"When you're overweight you can unleash all kinds of diseases -- diabetes, hypertension and a lot of other conditions that can kill you," Bradley said. "At first I thought it was a bad idea to start the contest at that time of year (holiday season), but it turned out to be a big help. My wife always makes at least two kinds of fudge and five different kinds of cookies. In year's past there has been no stopping me from eating all of it. But this year I had two cookies and one piece of fudge."

Bradley said his wife and family were very supportive of his efforts. "My wife was awesome, really proud of me and knew from the beginning that I would win," he added. "Losing the weight wasn't so hard. Keeping it off is ALWAYS the hard part."

He says he is excited about being thinner and is looking for ways to help reinforce his efforts. "I have two artificial hips so I can't run," he said. "But, I did take my bike down off the rack a couple of weeks ago."

Bradley's effort, not only to lose weight but to find healthy, self-sustaining habits to keep himself fit, is a powerful example to all staff. The TRCI Biggest Loser Contest will provide a maintenance competition for the existing contestants for the next six months. Next fall a brand new competition will be launched. Staff who missed the 2009 contest will have another chance to go for the 2010 TRCI Biggest Loser title.



*TRCI's Biggest Loser Brian Bradley (center) with his award and participants (from L-R) Steve Lankford, Bob Martinez, Brian Bradley, Mike Mathisen, Shannon Johnston and Dawn Wagner.*



## Electronic messaging for inmates

As some of you may know, DOC recently piloted an electronic messaging system at SRCI and WCCF that allows inmates to correspond with family and friends via e-mail.

To use the system, family and friends subscribe to an Internet service. Once subscribed, they can post messages to the site for their incarcerated love one. Mailroom staff download the messages, review them per OAR 291-131-0005 on inmate mail, and distribute to inmates. Inmates may respond on a form, which the mailroom scans and uploads to the Internet host site for the subscriber (family member/friend) to retrieve.

Advantages of the electronic messaging system are that it is less expensive, more timely, and eliminates the possibility of contraband and contamination. The system is currently only available to inmates at participating institutions who are at incentive level three.



DOC is considering expanding the service to other institutions in the near future.

Stay tuned!

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## OSCI to participate in Relay for Life

Staff members from OSCI will participate in the Salem Relay for Life on June 19 and 20. The relay is not about speed, but about fun, consistency and exercise. The TERT team will supply four to six team members to be at the track for the full 24-hour period, while other staff members will sign up for one-hour increments.

Staff members participating in this activity are challenging their peers, spouses from other institutions and other specialized teams (i.e. CNT, ESS, Wellness Committee) to either sign up for a time slot or raise **more** money than the person who has been challenged. All money raised will go to the American Cancer Society.

Unfortunately, OSCI staff have seen many of their immediate family members, as well as coworkers, fight this horrible disease. This is one very small way to show them we care and hope we make a difference. LET THE CHALLENGE BEGIN!!!!!!

Relay for Life is the American Cancer Society's signature event. It offers everyone in the community an opportunity to participate in the fight against cancer. Teams of people camp out at a local high school, park or fairground and take turns walking or running around a track or path. Each team is asked to have a representative on the track at all times during the event. Relays are an overnight event, up to 24 hours.

For more information visit [www.salemoregonrelay.org](http://www.salemoregonrelay.org) or contact Wendy Hatfield at 503-373-0135.





## TRCI helps local American Red Cross

*By: Aleca Nelson, Public Information Officer*

When an apartment fire in Boardman displaced 40 to 60 people in late December, TRCI was ready to help.

Sue Daggett is the chairwoman of the TRCI Prison Advisory Committee and is also the Northeast Director for the American Red Cross. Mike Mathisen, TRCI Food Services Manager, has been very involved in the American Red Cross over the last six to eight years responding to disasters in Oregon, such as the flooding in Vernonia. With this connection, TRCI was able to assist in support services to victims of the neighborhood fire.

In conjunction with the Red Cross, TRCI supplied coffee, cookies and several loaves of bread to support the shelter; OCE provided laundry services for the blankets that were used. The shelter was open for three days and two nights and served 109 meals. Red Cross volunteers provided safe and secure shelter, temporary housing, clothing and food for the displaced residents.

Daggett said that she could not remember a similar incident like this apartment fire in recent years. "This is an unusual event for our area," she said. "I'm not aware of anything in the last several years that dealt with this many clients."

It only takes a moment to tell our fellow DOC teammates how much we appreciate them and their volunteer efforts in the community. We don't always see them, but we do see the results of their efforts. Even if only one person benefits because of a volunteer, it's one more person who will successfully recuperate and remain in our community.

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## Spring forward—Daylight-saving time

**Daylight-saving time begins at 2:00 a.m. on Sunday, March 8th. Don't forget to set your clocks one hour ahead!**





## **SRCI education teacher and students contribute to Special Olympics World Winter Games**

*By: Kathy MacLean, Special Education Instructor*

Kathy MacLean, the Treasure Valley Community College (TVCC) Special Education Teacher at Snake River Correctional Institution (SRCI), volunteered for the 2009 Special Olympics World Winter Games in Boise, Idaho. Together with her students, a discussion about what they could do for the athletes turned into a project of making small boxes out of card stock with the logo of the Special Olympics on them. These would be a gift for the athletes to use for their pin exchange.

Kathy began her search for the right colored paper to match the Special Olympics logo. Once the paper was found, she and another Special Olympics volunteer purchased enough paper with the goal of creating 2000 boxes.

When she presented the idea to Education Manager Eddie Alves, he was very supportive and gave Kathy the approval to have her students work on the boxes during their independent study time. When Kathy shared the idea with the team of volunteers she was working with, they came through with a donation from Boise Cascade of Special Olympics logo stickers for each box. It wasn't long before an envelope with 3,000 stickers arrived just in time to complete the project for the closing ceremony.



*The boxes created by Special Education and GED inmates at SRCI.*



*Kathy MacLean ready to deliver the 2000 boxes she and her students made for the Special Olympics World Games.*

As the closing ceremony drew near, Kathy realized that 2,000 boxes were quite a lot for a small group of students to get done. That is when Ellen Sheffield and Carol Fitzgerald (also TVCC instructors at SRCI) came through with the help of their GED students and tutors.

The idea was well accepted by the students as well as the tutors, who dug into the creative endeavor. As they made the boxes each day, teachers, tutors, and students shared stories of Special Olympics experiences. Kathy discovered through all of this that many of her current students (incarcerated adult men) had participated in the Special Olympics as children.

This was an opportunity to work together towards a common goal. The heartfelt enthusiasm generated a cooperative effort of goodwill and a strong connection of participation for a very emotional and powerful sporting event involving countries from all over the world. The concept of being a small part of something so touching, where even the smallest of smiles on a participant's face can cause a wave of passionate emotions to fall in tears of happiness, is overwhelmingly good. There is no better feeling than to reach out a helping hand and have it accepted in warmth.



## Daughter of EOCI employee wins national safety poster contest

You may remember that last summer DOC held a safety poster contest, in which the children of DOC employees could enter original poster designs. Our winners each received a \$150 savings bond and were entered into the North American Occupational Safety and Health (NAOSH) National Poster Contest.

We are proud to announce that Hayley Lemens, daughter of EOCI Food Services Manager Tom Lemens, won the national poster contest for the age group of 11 to 12. Hayley will receive a \$1,000 savings bond, her poster will be displayed in Washington D.C. and Orlando, Fla. and her design will be printed on the 2009 NAOSH poster. If you see Tom, please congratulate him on his very creative daughter and her artistry. Congratulations, Hayley. DOC is very proud of you.



*Hayley Lemens' original safety poster, which received top prize for the 11 to 12 age group as part of the North American Occupational Safety and Health National Poster Contest.*



# Comings and Goings

## New Hire

<u>Name</u>	<u>Institution/Unit</u>
Haak, Nathan	CO - EOCI
Christenson, Staci	Dental Asst. - CCCF
Burke, Mary	Institution RN - CCCF
Bataz, Adan	CO - CCCF
Ohara, Bruce	Dentist - DRCI
Childress, Johnathan	CO - SRCI
Dugger, Trent	CO - OSP
McPike, Sean	CO - CCCF
Darby, Camron	CO - OSP
Anderson, Richard	CO - CCCF
Hill, Angelah	Institution RN - CCCF
Puddy, Susan	Institution RN - DRCI
Kovacheva, Jessica	CO - OSP
Rumney, Joshua	CO - OSP
Gillespie, Jenee	Institution RN - EOCI
Hove, Justin	CO - OSCI
Moore Jr., David	CO - CCCF
Benavidez, Ruben	CO - SFFC
Irwin, Jeffrey	CO - SRCI
Durham, Gary	CO - SRCI
McElroy, Michael	CO - SRCI
Moore, Kirt	CO - SRCI
Wade, Dwain	CO - SRCI
Richmond, Bradford	CO - EOCI
Turner, Mark	CO - CCCF
Eames, Nathan	CO - OSCI
Whitchurch, Wendy	Health Services Technician
Rucker, Akiko	Institution RN - SRCI
Brandenburg, Michael	CO - CCCF
Narotski, Michael	Institution RN - SRCI
Horn, Patricia	CO - TRCI
Garcilazo, Rafael	CO - TRCI
Bone, Gregory	CO - TRCI

<u>Name</u>	<u>Institution/Unit</u>
Haynes, Shelli	Mental Health Specialist - DRCI
Walling, Eric	CO - TRCI
Begley, Fredrick	CO - WCCF
Lund, Spencer	Food Services Coordinator - CCCF
Glover, Loren	CO - SFFC
Xiang, Xin	Institution RN - OSP
Hedlund, Gene	CO - WCCF
Miller, Brian	CO - CCCF
Hatfield, Chelsea	CO - CCCF
Pallares, Hope	Institution RN - SRCI
Bergerson, Tiffany	Office Specialist 1 - OSP
Jamieson, Gerri	Institution RN - EOCI
Robbins, Steven	Fiscal Analyst 2 - Budget/Dome
Holbrook, Seth	CO - CCCF
Armstrong, Nancy	CO - SRCI

## Reemployment

Burch, Robert	CO - OSP
Morgan, Timothy	CO - OSCI
Maclean, Shannon	CO - CCCF
Smith, Robert	Institution RN - EOCI
Farrell, Christin	Mental Health Specialist - OSP

## Promotion

Burkett, Albert	Administrative Specialist 2 - OISC
Schneider, Jean Marie	Administrative Specialist 2 - OISC
Olivares, Emmanuel	Information Systems Specialist - IT
Decamp, Joseph	Superintendent - DRCI
Griggs, Chane	Asst. Director for Public Services
Mill, Elizabeth	Fiscal Analyst 2 - Budget/Dome



## Comings and Goings

### Promotion - Transfer in from Another Agency

<u>Name</u>	<u>Institution/Unit</u>
Kellogg, Nicole	Program Analyst 2 - Int. Compact
Minick, Armenda	Health Services Technician
Karumuru, Vanaja	Info. Systems Specialist 7 - Research
Baird, Dona	CO - TRCI

### Military Leave

Carlisle, Cody	CO - TRCI
Mitchell, Michael	CO - CCCF

### Retirement

Dawes, Debra	Correctional Counselor - OSCI
Snell, Barton	Info. Systems Specialist 6 - WCCF
Versteeg, David	OSP Physical Plant
Slayton, Louis	CO - WCCF
Jester, Robert	Office of Population Management
Bradley, Gary	CO - EOCI
Humbert, David	Facility Maintenance Specialist - OSP
Bolton, Candace	Sergeant - SRCI
Tiffany, Sharil	Food Services Coordinator - SRCI



## Connections to Corrections

**Oregon Department of Corrections**

**Max Williams, Director**

**Mitch Morrow, Deputy Director**

For more information, to submit story ideas or to write an article, please contact Liz Craig at (503) 945-0925 or e-mail: [elizabeth.craig@doc.state.or.us](mailto:elizabeth.craig@doc.state.or.us).

**The mission of the Oregon Department of Corrections is to promote public safety by holding offenders accountable for their actions and reducing the risk of future criminal behavior.**