



Quarterly Connection

North Dakota Department of Corrections and Rehabilitation
3100 Railroad Avenue ♦ PO Box 1898 ♦ Bismarck, ND 58502-1898

JANUARY/APRIL 2005

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Director's Comments

Greetings:

The budget passed by the 59th Legislative Assembly for the Department of Corrections and Rehabilitation includes a number of new initiatives. The Department included the initiatives in its budget request as a part of its "inmate management plan", a plan that should begin to limit the growth in the inmate population. Following is a brief description of some of the initiatives that will divert inmates, provide an assessment center, provide additional treatment to offenders and generally bring certain inmates to the parole board in a more timely manner.

The budget includes funding to establish 30 relapse treatment beds for parole violators. Presently, in most cases, parole violators that are returned to prison must serve out the balance of their prison sentence, regardless of the time remaining on the sentence. Under the relapse program, parolees that have been returned on violations relating to their alcohol or drug addiction will be referred to the relapse program. After they have successfully completed the

relapse treatment they will be re-referred to the Parole Board, and if the Board feels it is appropriate, it will re-parole the inmate.

We also were granted funding to contract for 30 assessment beds. This will be an assessment center where parole and probation officers can take offenders that have violated the conditions of probation, especially those relating to a relapse issue with an alcohol or drug addiction. The assessment process will help us determine whether the offender can be maintained in the community and what services they might require or whether revocation is merited.

The Department also obtained authority to hire a number of new treatment staff to provide additional alcohol and drug treatment services within the prisons division facilities. These programs will allow inmates to access treatment services and the parole board on a more timely basis.

The legislature also authorized the department to divert up to 45 short-sentenced inmates from the prison. The details of this program have not been



Elaine Little

finalized, however, the intent is that low risk individuals that in the past came to prison with very little time remaining to serve should be diverted from coming into the prison system.

We are optimistic that the above programs along with other programs approved for the community and agencies outside of corrections (such as the 20 bed meth treatment program) will have a significant impact and assist in stabilizing the inmate population numbers. We have a huge task before us to implement all of the programs in the next few months, but are excited to do so.

I hope all of you have a safe and fun summer.

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Business Manager.....	667-1407
Resident Care & Tx Director.....	667-1408
Medical Service.....	667-1469
Physical Plant Director.....	667-1406
Receiving & Development Coord.....	667-1449
Personnel/Training Director.....	667-1465

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Relationship Between Prison & UND Center for Family Medicine

By Kathleen Bachmeier, Medical Director
DOCR Prisons Division / NDSP

North Dakota Prisons Division Medical Departments have developed an informal beneficial relationship with the UND Center for Family Medicine, formerly known as University of North Dakota School of Medicine Southwest Campus in Bismarck. True to the North Dakota ethic of sharing and the frugal use of quality resources this informal partnership has developed into a valuable asset for both state agencies.

John Hagan MD, Prisons Division full-time primary physician demonstrates this valuable relationship by being awarded the honor of preceptor of the year 2005 for the UND Center for Family Medicine Southwest Campus, Bismarck. This award is given by a vote of the medical students in the Southwest Campus. Dr Hagan has been asked to participate in the 2005 UND Center for Family Medicine graduation exercises in May. The Medical Departments at North Dakota State Penitentiary and James River Correctional Center have participated in education of numerous 3rd and 4th year medical students and Family Practice Residents who have followed Dr Hagan in his correctional medical practice. Dr Hagan, on

numerous occasions, has expressed that he is impressed at the wide variety of illness and public health needs of the population serviced by Prison Division Medical Departments. This experience for medical students is valuable, unique and unlike any other experience a medical student encounters in their educational process.

Medical Students also follow other preceptors at North Dakota State Penitentiary. Albert Samuelson, MD is preceptor to third year medical students during his weekly psychiatric clinic. Patrick Goodman, MD has been preceptor to Family Practice Residents during his bi-weekly psychiatric clinic. William Canham, MD has been preceptor to medical students and Family Practice Residents during orthopedic clinics.

The relationship with UND Center for Family Medicine and Prisons Division includes Jeff Hostetter, MD who is the North Dakota Prisons Division Medical Director for the past 2 plus years. This Medical Director position is a very part time but essential position for Prisons Division Medical Departments. The Prisons Division Medical Director reviews and approves off site procedures, surgeries, and etc for medical necessity. The Medical

Director participates in quality monitoring, administrative and peer review processes. Dr Hostetter has been named Assistant Director of the UND Family Practice Residency Program in Bismarck effective July 1st, 2005. Dr Hostetter also maintains the position of Assistant Clinical Professor with UND Center for Family Medicine.

The Prisons Division Medical Departments participates quarterly in an outside medical provider peer review process which monitors quality and appropriateness of medical care provided to the inmate population. This peer review is also a mandatory standard for the American Correctional Association accreditation process. Ben Muscha, MD Assistant Director UND Family Practice Residency Program has been doing this primary medical care peer review for the Prisons Division Medical Departments.

In conclusion, the services provided by UND Center for Family Medicine physicians to the Prisons Division Medical Departments are vital to daily operations and greatly appreciated. The UND Center for Family Medicine has also shown their support and appreciation by naming John Hagan, MD preceptor of the year.

Owen Wentz Retires After 29 Years of Service

By Janice Young, Administrative Officer
DOCR / Field Services Division

Owen Wentz, Program Manager with the Field Services Division, will be retiring in June 2005. Owen served in the US Army in the early 1970's. After working construction a couple of

years, he went back to college and graduated from NDSU with a Bachelor of Arts. In August 1975, Owen was hired as a parole agent and served in the Wahpeton, Grafton, and Grand Forks district offices. He went through the ranks of Parole/

Probation Officer I, II, III, and upon retirement was stationed in Grand Forks as program manager for the eastern part of the state. We wish Owen the best and thanks him for his many years of dedicated service to the DOCR.

JRCC Hosts Multi-Agency Crisis Training

By Brian Dreher, Correctional Case Worker
Tyler Falk, Correctional Case Worker
Gerald Maragos, Captain
DOCR Prisons Division / JRCC

On January 12th and 13th of 2005, James River Correctional Center's Crisis Negotiation Team and S. O.R.T. hosted a two day Critical Incident Commander's Course. There were forty-eight officers from various agencies participating in this training, including: JRCC SORT, JRCC Crisis Negotiations Team, Jamestown Police Department, Drug Task Force, Valley City Police Department, Barnes County Sheriff's Office, ND Bureau of Criminal Investigation, and two US Air Force Security Teams and negotiators from Minot Air Force Base. Dr. James Stone, the head of the Criminal Justice Department at Jamestown College and five students majoring in Criminal Justice were able to attend the classroom training and were a source of actors for the scenarios.

On the first day of this training, the JRCC Crisis Negotiations Team instructed the eight-hour P. O.S.T. Board certified Critical Incident Commander's Course. The course is designed to familiarize participants with the theories and techniques used in

negotiations, setting up tactical and negotiation operation centers, employing liaisons and incident commanders, and the importance of communication between all entities involved.

The second day of training consisted of two scenarios complete with actors simulating crisis situations involving hostages. Due to the various agencies working together for the first time and the number of participants, safety officers were employed to oversee the scenarios to ensure a safe training environment. The scenarios reinforced the class by allowing the tactical teams to experience hands on dissemination of the critical incident throw phone, setting up perimeters, containing the incident, orchestrating delivery of negotiated demands, opportunities to tactically resolve incidents and hardest of all, patience. The negotiators were given the opportunity to set up the operation center, experience all phases of the negotiation process, and utilize a critical incident phone system. Both scenarios were concluded with a debriefing involving all participants.

The training was a success

and a learning experience for all agencies involved. The feedback that was received was very positive and interest has been expressed for JRCC to host another class. The JRCC's Crisis Negotiations Team members that instructed the first day and assisted in overseeing operations during the scenarios were Captain Gerald Maragos, CCW Brian Dreher, CCW Brandi Kylmanen, and COII Chad Netolicky. CCW Tyler Falk for the JRCC's S.O.R.T. was instrumental in organizing all of the tactical personnel and also put in several hours obtaining resources needed to make this training a success. Planning is underway for more crisis training when the opportunity arises and when snow, subzero temperatures, and hazardous road conditions cannot play a role.

This Critical Incident training emphasized the need for communication, to know and understand all aspects of the crisis, and create a cooperative effort between tactical and negotiations forces. In the dangerous environment, what most people care to forget about, we make an everyday reality. We continue to train for the worst with the hope that it never becomes reality.

A Message from the Editor

The *DOCR Quarterly Connection Newsletter* is an official publication of the North Dakota Department of Corrections and Rehabilitation, and is published four times each year. Its goal is to enhance communication and keep staff, and all those interested, informed of developments and achievements throughout the Department.

All employees are encouraged to submit articles, letters, comments, and ideas for future issues of the *DOCR Quarterly Connection*, to be considered in the next publication.

The Editor reserves the right to edit or exclude, if deemed inappropriate, any items submitted for publication. Please email articles to:

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ND Department of Corrections & Rehabilitation
3100 Railroad Avenue, PO Box 1898
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Upcoming State Holidays...

APRIL 2005

None

MAY 2005

Memorial Day..... 30

JUNE 2005

None

Pardon Advisory Board Dates for 2005

April 5

November 8

Parole Board Meeting Dates for 2005

January 9-10

February 7-8

March 6-7

April 3-4

May 1-2

June 5-6

July 10-11

August 7-8

September 11-12

October 9-10

November 6-7

December 4-5

Parole Board Members

Parole Board Members are appointed by the Governor for a three-year term. The Parole Board Members are listed as follows:

Member	Location
John Olson, <i>Chairman</i>	Bismarck
Dick Davison	Bismarck
William Gipp	Bismarck
Craig Smith	Bismarck
Budd Warren	Fargo
Beverley Adams	Fargo

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Field Services Division

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Employee Assistance Program

The Employee Assistance Program (EAP) is a confidential assessment/counseling/referral service staffed by trained professionals who can help you and your family members evaluate your problems and take positive action to resolve them.

St. Alexis/Heartview have clinical staff available to provide assessment, referral, and short-term counseling. Access to EAP can be obtained 24 hours a day, 7 days a week by calling:

St. Alexis Medical Center/Heartview
Employee Assistance Program
530-7195 (or) 1-800-327-7195

Please feel free to call for help and/or advice at any time. When calling after working hours, please ask for the EAP staff member on call.

2004 DOCR EMPLOYEES OF THE YEAR

DJS Community:
State Penitentiary: Barb Gross
Field Services:
JRCC:
Field Services Division District of the Year

Transition From Prison To Community Initiative (TPCI)

By Patrick Foley, Director of Research
DOCR / Central Office

Although it has been a growing initiative in Adult Services for some time now, many of our staff have not yet been formally exposed to the Transition From Prison to Community Initiative (TPCI). Dig out your October 2003 newsletter and you'll remember us mentioning the initiative (Article: Treatment For Adult Offenders).

A lot has happened with TPCI since that article was published. A dozen work groups have been established, we've formalized a policy group, our consultants have visited several times and we've gotten a huge "buy-in" from the Human Services Director, and the initiative has evolved both nationally and within North Dakota. Most of all, we are beginning to learn more about what TPCI is really all about. In North Dakota, we expect this initiative to help us achieve our goal of reducing recidivism. We simply want to do an even better job preparing offenders to be successful in the community.

The name suggests that we are only interested in offenders leaving prison but that just isn't accurate. We want to apply these concepts to every adult offender in the Department of Corrections and Rehabilitation (DOCR). By now you are wondering why I haven't told you what TPCI is and what these concepts are all about.

Let me start by discussing the "TPCI Model". This model gives us a way of monitoring an offender's movement through our system, from reception to final discharge from the DOCR. We can track the offender through seven

key decision points that have an application regardless of whether the offender comes into prison or goes directly from the court to supervision in the community. These decision points are Assessment and Classification; Behavior and Programming; Release Preparation (inmates); Release Decision Making (inmates); Supervision and Services; Revocation Decision Making and finally, Discharge and Aftercare. The model gives us a role to play in each phase that the offender moves through. But, the role is not limited to DOCR staff. Not only must our Prisons Division and Field Services Division collaborate, but also it is imperative that we partner with service providers, stakeholders and community members as well as the offender.

There are some basic principles we must follow if we want to be successful in reducing recidivism and these principles must be incorporated into each decision point in the model. North Dakota was one of the few states in the nation chosen for this initiative because we've demonstrated that we already follow many of the principles. We'll talk about the eight research supported principles another time, but we are already doing many things very well. Use of the Level of Services Inventory - Revised (LSI-R) and other proven instruments helps us assess the risk and needs of individual offenders. This helps us prepare an appropriate case plan. Officers in the field prepare a case supervision plan for each offender at the beginning of probation or parole. For inmates, the Case Plan Committee examines all the

information available and develops an individual case plan that follows the offender through the DOCR. The committee is comprised of staff from both Adult Services Divisions and the Central Office.

As stated earlier, North Dakota has a head start over many states with programs that are currently in place. However, every good program can be improved and we are taking a close look at our business rules to see what improvements can be made. A work group has been created for each decision point on the TPCI Model, as well as other areas we think are important. Each work group has staff from both divisions as well as "external" stakeholders. The work groups have begun a critical examination of the DOCR by first looking at strengths and weaknesses at each decision point, and create goals, strategies and tactics to make improvements or sustain the things that are going well. They also try to describe what that particular decision point means in our system. A task on the near horizon is to apply the eight research based principles to each decision point and evaluate what improvements can be made. Earlier, I mentioned a policy group. Facilitators of three decision point work groups and two additional work groups will present to the policy group on June 3. The policy group will be asked to provide general feedback to the facilitator and make several specific decisions that will help guide us along the TPCI path. The policy group has four members from the DOCR and 21 external members representing a variety of disciplines and interests.

Transition From Prison To Community Initiative (TPCI)

Continued

To support the TPCI process, the Field Services Division provided eight hours of training on TPCI and Evidence Based Practices (EBP) to staff during a three-day in-service last month. The training met its goal of increasing staffs TPCI level of awareness, particularly concerning the eight evidence based principles. We encourage you to direct questions about TPCI to Rick Hoekstra, the Field Services representative and facilitator of the Evidence Based Practices work group.

Jean Sullivan is the Prisons

Division representative. Jean has been working with selected employees in the planning stages of this initiative and will be expanding the formal education of both management and line staff. Rick and Jean wrote the initial proposal that beat out a number of very competitive states for participation in the project.

Collaboration is one of the key elements for success in this initiative and we are very excited about some training being provided in the first week of June. About sixty

DOCR staff will participate in collaboration training being presented by the National Institute of Corrections and the Center for Effective Public Policy.

Our legislative session is over now, and we are hopeful that we can devote the time necessary to implement TPCI. The ball has been rolling slowly and we are now beginning to see it gain speed and momentum. The DOCR is full of very talented and dedicated staff and with your help, we will be able to implement this program and reduce recidivism.

After 34 Years of Service with the DOCR Ernest J. Reinert Retires

DOCR / Field Services Division

Ernest J. Reinert, Program Manager with the DOCR Field Services Division, retired January 3, 2005, after 34 years of services.

Hired November 16, 1970, Ernie started his career as a parole/probation officer and was stationed in Devils Lake. In 1984 he was transferred to the Bismarck Central Office and promoted to a parole/probation officer III where he assumed his current duties as assistant clerk to the Parole Board. Over the last 20 years

he has worked with many Parole Board members as well as the families of inmates who appeared before the board.

Ernie also has a notable military career. He actively served in the Army from September 1966—September 1969. This included a one year tour in Vietnam (October 1967—October 1968) as a helicopter pilot for which he received the Distinguished Flying Cross. He joined the national guard in November 1974, became Colonel in



October 1994, and retired in October 1999. The DOCR wishes Ernie the best and thanks him for his many years of dedicated service to the DOCR.

Family Based Group Honors LSS/ND Staff

By LSS *The Messenger Newsletter* Summer 2004

On April 16, the DIVERT program and juvenile tracker, Gerald Harrington, received awards at the 2004 North Dakota Family Based Services Association conference. The three-day event was held at the Ramada Plaza Suites in Fargo.

Harrington, a juvenile tracker in the Jamestown area, was given the Family Based Services Provider of the Year Award. In a nomination letter, North Dakota Division of Juvenile Services said Harrington...

"has provided tracking services to youth in the Jamestown region for many years. His Commitment to

troubled kids is unquestionable, the lives he has touched innumerable. We think he embodies precisely the characteristics that should be honored in provided services to youth: commitment, integrity, consistency and a genuine regard for the well-being of our youth."

DOCR PERSONNEL NEWS

New to DOCR

Central Office	
Account Budget Specialist III	Melanni Hoff
Account Budget Specialist II	Michele Wagner
DJS, Community Services	
Administrative Assistant I	Ashilee Granrud
Administrative Assistant I	Gloria Urness
Juvenile Corrections Specialist	Shelly Dennis
Temp Office Assistant	Dawn Chepulis
DJS, Youth Correctional Center	
Substitute Teacher	Dale Beckman
Substitute Teacher	Greg Kalberer
Field Services Division	
Temp Admin Assistant II	Eileen Vuolek
Temp Surveillance Officer	Denise Harmel
Temp Surveillance Officer	Daniel Wentz
PSI Contract Writer	Susan Shirek
PSI Contract Writer	Roberta Jo Rooks
Prisons Division	
JRCC	
CO I	Sonja Nitschke
Office Assistant II	Marianne Middlestead
Social Worker II	Timothy Starks
Training Director	Connie Hackman-Rivinius
Corrections Trainee	Leo Schwarz
CO I	Shelia Salberg
.....	Nicole Anderson
Addiction Counselor	Jennifer Wanzenk
NDSP	
Social Worker II	Dustin Schumacher
Physician	Dr. John Hagan
Administrative Assistant I	Cindy Laber

Position Changes/Promotions

Field Services Division	
PO II Sex Offender Specialist to PO II	Chad Saylor
PO II to Sex Offender Liaison	John Knutson
CCA I to CCA II	Debra Reeves
Tammy Vanyo	Colleen Weller
PO II to Sex Offender Specialist	Loralyn Waltz
Prisons Division	
JRCC	
Temp CO to CO I	Brian Ryberg
Jay Simmers	Ryan Swenson
Leon Boehm	Tonya Grabinger
Corrections Trainee to CO II	Dustin Docker
Timothy McDermid	Jeremy Roberg
CO I to CO II	Elizabeth Lapos
Valerie Burgard	Gary Schmidt
Andrea Black	Jay Simmers
Ashley Dretsch	Brian Rybert
.....	Leon Boehm
CO II to Correctional Caseworker	Brandi Kylmanen
.....	Julie Munkelby
Correctional Caseworker to CO II	Jake Reinarts
Corr. Caseworker to Case Manager	Ben Kennelly
Case Manager to CO IV	Gerald Maragos
Temp CO to Corrections Trainee	Wade Reister
NDSP	
HR Counselor to Adv. Clinical Suprv	Laura Helbling
Temp CO to CO I	Randy McGonigal
Troy Schulz	Shannon Materl
Kelly Nyquist	Sam Shively
Temp CO to CO II	Erik Powell
Duane Gunville	Patrick Ross
CO I to CO II	Jason Bowman
Jason Bankston	Robert Feist
Randy McGonigal	Scott Miller
Troy Schulz	Jason Hutslar
.....	Kelly Nyquist
CCW to CO II	Dan Johnson

Retirements

Field Services Division	
Program Manager	Ernest Reinert
Prisons Division	
JRCC	
Laundry Worker	Robert Gaub

Left Employment with DOCR

DJS, Community Services	
Community Corrections Specialist	Deanne Johnson
Administrative Assistant I	Janet Eriandson
Administrative Assistant I	Meranda Garcia
DJS, Youth Correctional Center	
Registered Nurse III	Michelle Krefting
Temp Resident Counselor	Holly Steckler
Field Services Division	
Administrative Assistant II	Lisa Bachler
Temp Surveillance Officer	Kelly Wimer
Prisons Division	
JRCC	
Corrections Trainee	Amy Thomas
CO I	Ryan Swenson
CO II	Jake Reinarts
Elizabeth Lapos	Betsy Hertel
NDSP	
CO II	Gerald Baumgartner
Wayne Rogstad	Shelby Semerad
Dan Buer	Joseph Heinrich
Charity Buer	Andrea Engen
.....	Dustin Wilson
Administrative Assistant I	Belinda Garey
Business Manager	Kim Molesworth
Social Worker II	Lonnie Delorme
.....	Nancy Gordon
Account Technician I	Ambre Haas

2004 DOCR SERVICE AWARDS

FIVE YEARS

ND YCC

Dan Hausauer..... Bill Froelich
Field Services Division Lisa Clower
 Corey Koplin..... Tammy Schillinger

State Penitentiary

Dennis Budeau.....Cami Daniels
 Jeff Davison.....Michael Froemke
 Merle Glasser..... Ambre Haas
 Scott Haas..... Justin Heidt
 Christopher Jangula.....John Kertzmann
 Darcy Klimpfel.....Orletta Kilen
 Travis Makeef.....Karla Marsh
 Steve Rogalla.....Sharon Schumann
 Bryan Sleeper.....Jeremy Smith

Rough Rider Industries

Collin Jablonsky..... Tom O'Neill

JRCC

Patrick Altringer..... Jamee Barman
 Sarena Ebel.....Tyler Falk
 Kari Frehse.....Holly Froehlich
 Tad Granmoe.....Chad Jackson
 Sherry Schutt.....Glen Torgerson
 Becky Pergotski.....Jonelle Schlenker

TEN YEARS

DJS Community.....Deanne Johnson

ND YCC

Robert Baker..... Ron Crouse
 Ann Keller.....Ross Munns
 Darrell Nitschke.....Rick Peterson

Field Services Division

Rena Elishaug.....Mark Kemmet
State Penitentiary.....Kathleen Bachmeier
 Sandra Bender.....Karen Boelter
 Daniel Ebach.....Joseph Jangula
 Colleen Jones.....Stephen Larson
 Roger Peet.....Taylor Brian

Rough Rider Industries

Pete Fried

JRCC

Loretta Iszler.....Gail Roberg

FIFTEEN YEARS

DJS Community.....Lisa Bjergaard

Diana Hanson.....Judy Thompson

ND YCC

Mike Porter.....Jake Schafer
Field Services Division.....David Borg
 Rick Hoekstra.....Jackie Jensen

State Penitentiary

Donald Gleich.....Steven Heit
 Laura Helbling.....Rose Kreitinger
 Linda Massey.....Mary Materi
 Allen Thompson.....Sammy Wassim

JRCC

Paulette Barnick.....Stacy Petrek
 Jeff Wegner.....John Beaudoin

TWENTY YEARS

DJS Community.....Susan Ehliis

Field Services Division.....Gary Masching

State Penitentiary

Steve Bement.....Jeffrey Wolf

JRCC

Robert Gaub.....Don Redmann

TWENTY FIVE YEARS

ND YCC

Deb Pierce.....Keith Rasmusson

Field Services Division.....Warren Emmer

State Penitentiary.....Keith Grabowska

Gary Hornbacher.....Kevin Kroll

Linda Leuwer.....Timothy Schuetzle

JRCC

Pat Lindbo

THIRTY YEARS

Central Office.....Elaine Little

ND YCC.....Dwight Remmich

State Penitentiary.....Anton Doll

David Meuchel.....Thomas Nelson

THIRTY FIVE YEARS

State Penitentiary.....Roger Ulrich

FOURTY YEARS

Field Services Division.....Paul Coughlin

A Special Thanks to DOCR Staff

During this reporting period the DOCR is recognizing the following staff for their exceptional work .

They have performed much beyond what their job duties would require of them.

- A special thank you to **Linda Leuwer, Kate Halvorson, Marie Voegelé, Craig Theurer, and Joe Charvat** for all the work they did to prepare for the Prisons Division Employee Christmas Party, which was attended by a record 157 employees. They had solicited a lot of great door prizes.
- **Jean Weatherly** did a fantastic job with the ACA audit. She has so much knowledge of what the policies and procedures contain and what needs to be put in the files.
- **Lieutenant Ebach** and Correctional Officers **Craig Theurer, Bryan Sleeper, and Clint Bender** were instrumental in finding marijuana and a pot pipe on three inmates during November.
- **Officer Steve Boelter** was instrumental in locating a shank in October. Great Job!
- The staff of the JRCC wanted to thank all of you for your support which helped make the benefit held in October 2004 for the Jerry Zalumskis family a success. Your thoughts, prayers, and assistance helped make Jerry's passing a little easier to accept. Your generous giving helped the family tremendously. All of you proved that the ND DOCR is a close knit family and we are all proud to be a part of it.
- **Rod Pegors** of the DOCR IT Department was contacted by the NDSP medical staff due to considerable technical difficulties in connecting to telemedicine networks during a medical emergency. Rod did heroic work, and in a matter of hours corrected the situation. He gave a tireless effort, including telephone conference calls; he simply did not allow any solution other than success. As a result, the patient was seen by telemedicine and the NDSP medical staff were able to save the cost and logistic problems of transporting the patient to Minnesota. In addition, it allowed the NDSP medical staff to deliver excellence in medical care to the inmate.
- Congratulations to the **DOCR Loss Control Committee members** and **Chairman** for all their efforts and hard work to meet the requirements set by Risk Management to qualify for a 10% discount for its FY '05 contribution. Rough Rider Industries saved \$1,042.33 and the DOCR saved \$19,930.18. Great work DOCR LCC!
- **Cory Pedersen**, North Central Division of Juvenile Services, and **Sharla Price**, West Central Division of Juvenile Services, Juvenile Corrections Specialists, recently received recognition and an expression of appreciation from the Department of Human Services, Children and Family Services Division, for their participation in the planning phase and on the Wraparound Certification Training Team. Sharla and Cory have been involved with the training since the inception of the program 3 years ago. Thank you, Cory and Sharla, for your commitment to this effort.
- **Officer Shad Koble** of JRCC conducted a courageous action On 07-23-04 at 9:14pm, Jamestown Police Officer Arlan Swanson approached an incident outside the Wonder Sports Bar that showed riotous conditions with numerous people involved. Officer Koble assisted Police Officer Swanson with the apprehension of one individual that was resisting arrest and attempted to flee. Officer Koble also assisted with keeping the riotous people from attacking Police Officer Swanson during this incident. Officer Koble showed not just courage under a very stressful and dangerous situation, but showed professionalism throughout his conduct. Officer Koble did not have the assistance of law enforcement tools, but was brave enough to get right in there and confidently knew what to do. Officer Koble deserves notice for his actions of assisting

police and helping keep a safe community. Jamestown Police Officer Swanson wrote a letter of appreciation to the DOCR and also mentioned that the letter will also be presented to the Chief of Police for notice of Officer Koble's unselfish assistance to law enforcement plus to local police organizations as well. Police Officer Swanson is unsure of all the training that is conducted through the DOCR, but whatever it is, to "keep it up".

- **Mike Smith**, CCW at NDSP, organized the Peasants-For-Ever for young women at MRCC which was truly appreciated by the hunters.
- Officer **Donnie Wall** found an inmate with a large amount of tobacco, rolling papers, rolled cigarettes, and a smaller bag of tobacco that was ready to be sold. **MRCC staff** need to be commended for the outstanding job they do on controlling the contraband from coming into the facility. The challenge is always there but they continue to do an exceptional job.
- Officer's **Jason Hutslar, Pat Balvitsch, Captain Jeff Wolf, and Nurse Orelletta Kilen** prevented an inmate from succeeding at an attempted suicide. Good job! All four received the life saving award for this incident.
- **Kevin Hagen**, Parole/Probation Officer with Field Services Division, was recently awarded the Badge of Hope Award. This award is presented at various times throughout the year, as chosen by the Abused Adult Resource Center staff, for recognition of service to victims of domestic violence and/or sexual assault. In February 2005, Kevin sent Burleigh County deputies to check on a man who was on probation for terrorizing. Deputies found that his girlfriend had visible injuries that caused them to be concerned for her welfare. As a result, the case is being pursued. Recipients of the Badge of Hope Award are eligible for the Lifesaver Award given annually during National Peace Officers Week.

JRCC EMPLOYEE OF THE MONTH

October 2004

Jody Buechler, CO

Jody Buechler is currently assigned as the Control Room Officer and is able to multi task many things with ease. She is knowledgeable about the new computer system and is quick to point out problems or concerns and does a good job of following up with these. Jody always has a positive attitude and was selected for this award due to her contributions to JRCC.

November 2004

Bonnie Nygaard, CO

Bonnie maintains a positive attitude toward her job and the inmates in SAU which greatly improves her interactions with them and positively affects her co-workers. This has helped her in assisting inmates and gaining respect. Bonnie always completes her duties and is eager to take on new tasks. Bonnie has also filled in as Caseworker numerous times including the extended period while CCW Jackson was acting Captain. Bonnie always seems excited to be working and frequently comes up with and shares her ideas for the SAU programs and ways to better deal with the inmates. Bonnie has put in extra time developing some of the SAU programs by gathering and organizing materials. Bonnie has pursued materials from community organizations for use in the Life Skills program. Bonnie is an excellent employee and has been a huge asset to the Special Assistance Unit.

December 2004

Tim Dauenhauer, CO

Officer Dauenhauer is currently the Acting CCW in the SAU for A Shift. Dauenhauer has done an excellent job of filling in as a replacement for CCW Altringer, who is on military leave. Dauenhauer makes sound

Autobiography of JCS to be Published

By Susan Wagner, West Regional Supervisor
DOCR / Juvenile Community Services

Susan Ehlis, Juvenile Corrections Specialist, Northwest Division of Juvenile Services, was selected to write an autobiography of her career in the juvenile justice field to be included in a book soon to be published, "The Juvenile Justice System: Delinquency, Processing and the Law", 5th Edition, authored by Dean Champion. Here is an excerpt from her writing:

I remember a young man and his family that I worked with that lived on a farm near the Canadian border. His family consisted of his parents and two brothers along with many chickens, turkeys, cows, and other assorted pets. I went to the farm to meet with the family and my young charge. On one occasion, I came during the spring of the year and the farm was bustling with new life, babies of all sorts imaginable! As we visited, there was considerable noise and commotion outside and it turned out that the baby chicks had gotten out of their cage and were running all about the yard. I spent the afternoon helping the three boys and their mother collect these little creatures. As I drove home that evening, I was heard to say in the isolation of the car, "Do I get paid enough to do this?" And of course, the answer was no! But I did it anyway and I kind of enjoyed it! Corrections and social work in rural North Dakota are like that. You have to make do, you have to be very flexible and you have to be creative. And now as I grow older, enjoying my two sons, one daughter, one daughter in law, one son in law, and seven grandchildren, and career, I feel satisfied and privileged to have served the children and families that I have come into contact with. They have

enriched my life beyond measure and I know that I have sometimes been witness to tragic, spectacular, and life altering events in their lives. Of course, like everyone else in this field, I see those children who make poor choices and decisions and continue to do so throughout my work with them and continue into the adult system. A long time ago I learned to accept that I could not force change. I offer support, services, and opportunities and they choose. I never give up on a child and I always believe that they have the potential to change. It might not happen today, tomorrow, or next week, but it might happen 10 years down the road when something clicks and that former client of mine says to themselves, "Oh, that's what Susan was talking about. Now I get it".

About a year ago, I had the positive good fortune to run into the mother of a young man I worked with for a lengthy period of time. He was a very difficult and resistant young man with serious chemical addiction issues. To make it worse, when he was high or intoxicated, his behavior became very obnoxious and dangerous. At any rate, when the case closed he seemed in as much trouble as when he first came on my caseload about twelve years ago. For a time I heard information of his continued involvement in the adult legal system. When I visited with his mother she shared that he was married, the father of a young son, living on the east coast, had graduated from college, and was employed in a very good job as an engineer. He is no longer using drugs and alcohol. This is what gives me hope for every child and family.

JRCC EMPLOYEE OF THE MONTH

decisions, and is fair but firm when dealing with the inmates in the Unit. He makes suggestions, and voices his concerns to his supervisors. Dauenhauer also has proven that he can supervise the Officers assigned to his Unit, and makes good use of their time.

January 2005

Jody Larson, CO

Jody Larson, CO II, does an excellent job of maintaining security on the housing units and enforcing the housing unit rules. CO Larson does a great job of monitoring inmate behavior, completing inmate and cubicle searches. Jody was selected for this award due to her contributions to JRCC.

February 2005

Jerome Huck, Recreation

Jerome Huck, Recreation Specialist, has planned many events and tournaments for the inmate population, to include basketball and softball. He splits up his day in order to be in attendance for events. Jerome makes sure the recreation grounds are clean, comfortable, and secure. Jerome is deserving of this award because of his hard work and contributions to JRCC.

March 2005

Larry Lee, Maint. Supv.

Larry Lee, JRCC Maintenance Supervisor, on several occasions, has come in on a weekend to fix maintenance problems. Larry will come in as soon as he is contacted and maintains a good and positive attitude. By coming in when asked, Larry has allowed security staff to complete their duties as needed. Larry is deserving of this award because of his hard work and contributions to JRCC.

NDSP EMPLOYEE OF THE MONTH

October 2004

Brad Holt, CO

Brad has covered for the night captain several times and is always willing to help out on the overtime when we are running short shifted. He is always looking at the security procedures and providing suggestions to make the North Dakota State Penitentiary a more safe place to work. He also takes care of the SORT property and gear inventory. He is a man that takes pride in his work and will not settle for second best. He is very knowledgeable in the working of the institution. His continued dedication and outstanding service should be recognized. He is a hardworking, dedicated employee that can be relied on at any point in time.

November 2004

Bryan Sleeper, CO

Officer Sleeper has worked a variety of positions during his employment. He was a member of the SORT for a period of time and teaches self-defense classes at the Penitentiary. This past year he has been filling in as the Lieutenant in Lieutenant Dan Ebach's absences and has done very well assuming these duties. His attention to detail resulted in the largest bust of marijuana that we have seen in some time. We appreciate his efforts. He understands the importance of working as a team and his willingness to assist us speaks highly of him.

December 2004

Sherri Allard, Admin. Asst.

Sherri Allard has helped make many changes to several procedures in the Department. She sees things in a different perspective than others. She is always trying to make a procedure work more efficiently for all staff involved. When she sees a problem, she will address it right away followed by a solution. She steps right in with no hesitation. She is also an

MRCC Automotive Technology

By Bill Cossette, Instructor
DOCR Prisons Division / MRCC

An Automotive Technology student from the Missouri River Correctional Center (MRCC) competed at the ND Skills USA and Leadership Conference in Wahpeton,

ND, on April 3-4, 2005. The student placed 3rd in the Post Secondary Job Interview competition and placed 1st in the Post Secondary Job Skill Demonstration contest. The MRCC Automotive

Technology program is offered through the ND DOCR and Bismarck State College. The MRCC Automotive Technology program is ASE certified and meets standards set by the education and industry.

Staff Update From Western North Dakota

By Susan Wagner, West Regional Supervisor
DOCR / Juvenile Community Services

I am pleased to announce the addition of Craig Wysk to the staff at WCDJS office. Craig joined our staff the

end of February and will be working with those youth under DJS custody with serious emotional disorders and their families. Craig's experience includes work at Southwest Key, Dacotah

Foundation, and Aetna. He brings valuable work experience as well as a master's in counseling from Northern State University in Aberdeen, SD. Welcome Craig!

Field Services Division Participated in Operation Falcon

By Janice Young, Administrative Officer
DOCR / Field Services Division

The US Marshals Service participated in Operation Falcon during the first week in April. This initiative was a nationwide program aimed at apprehending the most violent state and federal

fugitives. Several law enforcement agencies, including the Field Services Division, participated in successfully clearing 26 state and federal fugitive warrants during Operation Falcon. Twenty-one fugitives were arrested and many

leads developed which will result in the arrest of several more. Nationwide, Operation Falcon cleared over 13,000 warrants and arrested over 10,000 state and federal fugitives in this one week period.

Parole Officer Assists Police With Robbery Suspect

By Janice Young, Administrative Officer
DOCR / Field Services Division

Parole/Probation Officer Corey Koplin identified a robbery suspect from a Moorhead convenience store after police released

photographs taken from security camera footage. Corey says, "After I saw the picture, I contacted Dan Seymour, Fargo Program Manager, and said I thought it looked like an individual I supervised while I was in

Fargo. I also told him I believed she had a coat similar to the one worn in the photo." This information was passed onto the Moorhead police department which lead to an arrest. Good job, Corey!

North Dakota Policy Academy Update

By Susan Wagner, West Regional Supervisor
DOCR / Juvenile Community Services

The North Dakota Policy Academy Team continues to make progress on the strategic plan that was developed at the Policy Academy in Bethesda, Maryland last June. As part of the academy participation, we received technical assistance from a national expert in the field on mental health and substance abuse in juvenile justice and sponsored training on November 8, 2004 for the juvenile court staff from Fargo, Bismarck, and Dickinson, Police Youth Bureau of Bismarck, and Youth Services Division of Mandan. 17 professionals from the agencies listed in addition to the 6 team members were trained. The training was well received.

We continue our efforts to encourage the implementation of a mental health screening tool in the juvenile courts and diversion

agencies in the Bismarck-Mandan region. Our team met with staff representing Police Youth Bureau, Youth Services Division, and Youthworks regarding this and all agencies are in agreement of the importance of a screening tool and have begun the implementation process. The juvenile courts in Bismarck and Dickinson are also considering implementation of a tool. The team will continue to work with the agencies as they develop protocol, policy, and procedure. Data will be gathered for further analysis in hopes of obtaining more accurate information about the youth with mental health and substance abuse issues in the juvenile justice system.

We have added two team members, a representative from the Bismarck special education unit and a parent. We continue to look for additional parent and youth involvement. The addition of

the special education director is progress made on our goal to further engage the education system in our efforts. We hope to add a representative from the regular education system.

Another goal we continue to work on is enhancing how we engage parents in a positive working relationship and gaining their involvement. The team members representing the ND Federation of Families are working on a survey for parents to complete in regards to their experiences with the system but more importantly, to begin to gather information about what they believe would be more helpful to them and their children. Once we finalize the survey, we will distribute it randomly to parents in the various systems, gather the results, and analyze them. The results will then be incorporated into our planning.

JRCC SORT Team Update

By Tyler Falk, Interim Assistant Team Leader
DOCR Prisons Division / JRCC

JRCC SORT has had an eventful several months. In January, SORT was part of the Critical Incident Course that was conducted in ND State Hospital grounds. This course was a multi-agency effort in which SORT conducted hostage rescue operations in conjunction with Crisis

Negotiators and area tactical teams. The twenty-hour course involved two scenarios complete with actors playing the roles of hostages and hostage-takers.

CM Ben Kennelly has assumed the position of Team Leader as of February 1st. CM Tad Granmoe assumed the position of Squad Leader, effective February 1st.



An escape drill was scheduled involving SORT personnel this past March. A simulated escape from TASK was conducted. The fugitive was apprehended within two hours after activation within Jamestown city limits.

NDSP EMPLOYEE OF THE MONTH

active member of the Employee Committee and assists with all the projects/events associated with this committee. She is a true Team player.

January 2005

Pat Kuchera, CO

Officer Kuchera is a dedicated and hard working individual. His dedication to duty and to the 5 to 1 shift is commendable. He is willing to work any area he is needed and does so without complaint. His dedication and hard work are not only appreciated by the 5 to 1 shift but the entire facility. He is an asset to the Security Department and to the ND State Penitentiary.

February 2005

Tammy Barstad, Education

Tammy Barstad, Education Program Coordinator, provides educational services to students at JRCC, DWCRC, MRCC, and NDSP. She works extra hours and is an excellent role model for the rest of the Prisons Division staff. She is bright, motivated, and works extremely hard. She has our gratitude and respect. Every department needs an employee like Tammy to set the standard.

March 2005

Steve Mayer, Caseworker

Steve Mayer, Correctional Caseworker, has been a dedicated employee for over seven years and recently was instrumental in a drive to bring employee salary inequities to light in the North Dakota Legislature. His personal time and dedication to this cause has more than exceeded the expectations and have shown his dedication to the cause of bringing employee salaries and benefits to an equitable standing. His determination and unwillingness to settle have set the standard for all to follow.

NDPERS Tobacco Cessation Program

NDPERS recently received a grant to help state employees and their dependents age 18 and older quit smoking or chewing tobacco. The grant will help pay for participating in one of more than 20 approved smoking cessation programs. Most of these programs are available through public health departments across the state of North Dakota. This project is administered by Blue Cross Blue Shield of North Dakota.

For more information, visit the NDPERS website at <http://www.state.nd.us/ndpers/>

Program Payment Responsibilities

Description	Grant Payments	Participant Payments	Program Maximums
Counseling	\$200	see below*	\$200*
Medication	75% up to \$375	25% up to \$125	\$500
Physician office visit	75% up to \$50	25% up to \$16.67	\$66.67
Program Maximums	up to \$625	up to \$141.67*	up to \$766.67

*Program providers may charge additional fees for counseling services. Ask your program provider for details prior to enrolling.

Blue Cross Blue Shield ND Member Services Via the Web

You can use the internet to inquire about your Blue Cross Blue Shield of ND coverage, by going to their internet website at www.BCBSND.com, click "For Members" and log in. If you haven't visited the website before, you will need to register before entering this special area in Member Services. This site can also be accessed through the DOCR Intranet under the General Information tab.

New Anger Management Program Offered in the Prison

By Jodi Hintz, Educational Teacher
DOCR / ND Youth Correctional Center

The Treatment Department has implemented a new Anger Management program to address the violent behaviors exhibited by some inmates in the population. The Treatment Department has become very concerned with the recent data indicating a significant increase in inmate-on-inmate assaults from 2003 to 2004. The Treatment Department wanted to do its part in addressing this trend and help make the institution safer for staff and inmates.

Historically anger management programs have not fared well with reviews on impacting inmate behaviors. To some degree this label has been earned due to the extremely diverse programs that are called anger management. Dustin Schumacher, Nancy Gordon and Laura Helbling of the Treatment Department reviewed dozens of research article and called up numerous institutions asking for copies of programs and insight on this issue. What was found that there are common elements in successful programs that target violent offenders in the context of anger

management. First step is an appropriate assessment of the inmate. Research indicates effective programs need to target upper middle to high-risk violent inmates. Historically, programs sought out offenders that are willing to cooperate and volunteer to take the anger management program. To address this issue a comprehensive assessment was developed to find the right inmate for the program. Also effective programs provided programming long term, were cognitive based, and incorporated role-playing and rehearsal sessions. The new anger management program incorporates those components plus we developed benchmarks to evaluate the inmates' comprehension, and testing both during the program and follow-up reviews to evaluate the effectiveness of the program. An interesting finding was that effective programs were those programs that are offered at the beginning of incarceration. What was shown was that by offering the program up front in a sentence you have the ability to impact the behaviors and reduce violence during

incarceration. In addition the inmate has a better chance of bringing those new skills out to the community once released. This is what we were looking for when the department started out searching; we wanted to develop a program that had the possibility of reducing the inmate on staff and inmate on inmate violence.

The Anger Management program lasts 20 weeks and will be offered at NDSP, JRCC and at the Treatment Unit. The program is designed to evolve as continued evaluation takes place. In the near future the Treatment Department will bring forth a companion program that will be offered in Administrative Segregation. This companion program will be designed to keep the inmate who was in the anger management group up to date with the main program so that when they come out of AS they can go back into the program and deal with their behaviors. Or if an inmate ends up in AS they can be assessed for anger management and provided materials to prepare them to enter the program once released from AS.

NDYCC Staff Accredited in Treatment Regimens

By Pam Helbling, Juvenile Interstate Compact Coordinator
DOCR Field Services Division

Several YCC Institutional Case Managers have recently been awarded certification in specific treatment protocols.

Tony Soupir, ICM in Pine Cottage has completed a 40 hour Sexual Offender Treatment Specialist Certification Program and a 26 hour practicum through Ohio University George E. Center for Counseling and Research, and the Division of Lifelong Learning. As a result of the certification Mr. Soupir has made improvements in the Pre-treatment Program for Sexual Offenders at the Youth Correctional Center. Mr. Soupir included suggestions from a survey of the programs likely to receive YCC students for long-term offender treatment as well as enhancements from his

training. The resultant 5-week program includes group work, written assignments and curriculum, and individual work with the counselor. Mr. Soupir also completes a discharge summary on all group members detailing progress and response to the pre-treatment program. The pre-treatment program follows and incorporates the current E.Q.U.I.P. program and R.E.A.L. programs both cognitive and educational programs for pro-social development offered at YCC.

LeAnn Kahl, Maple Cottage and Jess Scalzo, Brown Cottage Institutional Case Managers both completed and were certified through the Indianapolis Grief and Loss Consulting Services to lead Grief and Loss programming entitled Growing Through Loss. LeAnn and Jess were trained and certified by the Director of the Indianapolis Grief and

Loss Consulting Services in Indianapolis in November. The curriculum will be used in therapeutic sessions with the youth at YCC. The curriculum stresses growth from loss and helps students develop their potential to deal with loss and grief issues. Included in the training were curriculum, research on grief and loss, and techniques in facilitating loss groups. Many YCC youth have extensive loss issues and the counselors will continue to hold groups for students experiencing loss; now with heightened skills and training they feel even more able to meet this need.

The case managers are to be commended for their pursuit of excellence in their personal skills. The students at the North Dakota Youth Correctional Center are the recipients of their dedication and effort.

2004 Juvenile Interstate Compact Coordinator of the Year

DOCR / ND Youth Correctional Center

We are proud to announce that Pam Helbling was the 2004 recipient of the William L. Fredrick Award. This award was given to Pam for her outstanding commitment and dedication to the Interstate Compact for Juveniles. Pam has been a very strong proponent for ICJ and through her leadership North Dakota was the very first state whose legislative body approved and whose governor signed into law the new Interstate Compact for Juveniles. In the nomination

submitted, it was stated that Pam displays a cooperative outlook, a constructive work ethic and positive philosophy that make her very worthy of this award. Pam has held several offices and led committees on the National Association of Juvenile Compact Administrators Executive Board.

The Association of Juvenile Compact Administrators recognizes one of its members annually with the William L. Fredrick Award. William L. Fredrick was the

first Secretariat of the Association of Juvenile Compact Administrators through the Council of State Governments. Mr. Fredrick was the sole individual who was responsible for making the ICJ a reality.

Congratulations Pam on a job well done. You are truly a fine representative of the Division of Juvenile Services/Department of Corrections and Rehabilitation.

Employee Notice Change of Status

It is very important that you notify your Division Payroll/Benefit Contact (page 4) in the event you have any of the following changes within 30 days of the date of change:

- **Address Change**
- **Change in # of Dependents** (new birth, adoption, death)
- **Change in Marital Status** (divorce, marriage, death, legal separation, annulment)
- **Name Change**
- **Change in Employment Status of Spouse or Dependent** (this could effect flexcomp and health insurance due to loss of employment)
- **Change in Dependent's Eligibility Under the Health Insurance Plan** (change in student status)
- **Change Beneficiaries** (recommend reviewing annually)
- **Change in Cost of Dependent Care Services** (Increase/decrease in child care costs, childcare provider may not be a relative)
- **Certain Judgments, Decrees and Orders** (divorce, legal separation, annulment, change in legal custody)
- **Medicare or Medicaid**
- **Change in Dependent Care Provider** (Decrease due to kindergarten, etc. or child no longer eligible for daycare, allows decrease in costs)

Failure to notify your Division Payroll/Benefit Contact (page 4) within 30 days of any changes listed above you incur, can result in having to wait until open enrollment to change/elect/terminate your eligible benefits.

**North Dakota Department of
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WE'RE ON THE WEB!
WWW.STATE.ND.US/DOCR/

DOCR MISSION STATEMENT

Our Mission Is...

To protect the public while providing a safe and humane environment for both adults and juveniles placed in the Department's care and custody. The Department will carry out the judgments of the North Dakota courts to both incarcerate inmates for the protection of society and to provide rehabilitative programs in an effort to successfully reintegrate offenders back into society.

NDDOCR Inmate Population Information

Population as of December 31, 2004: **1,329**

(498 NDSP, 357 JRCC, 140 MRCC, 62 at TRCC, 55 at BTC, 17 on FTP, 44 in Jails, 93 at DWCR, 20 on Interstate Compact, 35 Board out of state, & 8 on Temporary Leave)

Offense	Inmate Count
Violent Offenders (Excluding Sexual)	356
Sex Offenders	184
Drug Offenders & Alcohol	466
Property, Status and Other	323

Sentenced for Delivery/Manufacture/Intent: 254 Sentenced for Simple Possession of Drugs or Paraphernalia: 179 Sentenced for Alcohol Related Offenses: 33

Minimum Mandatory Sentenced Inmate Breakout (as of December 31, 2004)

Offense	Inmate Count
DUI/APC	32
Driving Under Suspension	1
Drug Offenses (not alcohol)	44
Reckless Endangerment	3
Aggravated Assault	7
Burglary with Weapon	1
Felonious Restraint	1
Sex Offense	4
Kidnapping	1
Terrorizing	4
Robbery	20
Negligent Homicide	2
Manslaughter	4
Murder	11

(Life Sentence for Murder: 37 males, 1 female)

TOTAL Mandatory Sentenced Inmates 135

85% Truth-in-Sentencing (TIS) 166