



Message From The Director

We are reinventing our corrections system through evidence-based practices and offender re-entry initiatives to accomplish risk reduction of our offenders. Managing offenders at the appropriate level requires resources. In order to maximize our available resources, I felt it was imperative we also

improve efficiencies of our operations. Our goal is to transform the Department into a nationally recognized leader in corrections management. We can save money by pooling together our resources and our purchasing power. In order to find areas to reduce operating costs, we hired a national consulting firm, Reference Point, to help us survey staff to identify cost-saving opportunities.

Over 80% of institution staff had an opportunity to share their thoughts, and together they submitted over 1,200 suggestions. I'd like to thank each one of you for providing those ideas, and I highly value your input. I have discussed this process twice with AFSCME leadership and together we will be looking at various proposals. Let me stress at this time, no cost reductions have been agreed upon. There will be groups including AFSCME leadership formed to review various savings ideas. Ideas that do not generate savings will not be considered.

I firmly believe in this process and have confidence that in the long run this will save the department money. Below are some possible savings opportunities.

- **General Procurement.** Mass purchasing results in reduced

costs and the ability to leverage the best price. We can use existing warehouses and designate one institution to manage the system.

- **Inmate Transportation.** By creating one or two hubs and one institution to manage centralized transportation, we can eliminate overtime associated with frequent and long trips, and eliminate overtime associated with supervision at University of Iowa Hospitals and Clinics.
- **Food Procurement.** Our department is the biggest user of the state warehouse, and is better situated to take over and operate the food warehouse. Doing so would eliminate an 11% fee. Again, we can designate one institution to manage the system.
- **Information Technology, Accounting and Finance.** Consistency is the goal.
- **Pharmacy.** Centralized pharmacy would result in maximum savings in this area.
- **Energy Procurement.** Mass purchasing energy for all institutions would leverage the best price.

We will begin this summer to review these plans, and it will be one or two years before we are done. From the start, I told the consultants that I would entertain no recommendations that would result in staff reductions, and I will stand by that. Dollars saved will enable us to be more effective in fulfilling our mission of protecting the public, employees and offenders.

Gary D. Maynard, Director
Iowa Department of Corrections



Kaizen Re-Entry Project

During FY 2005, the Department of Corrections received a Charter Agency grant of \$25,000 to fund a quality management work project to improve transition planning from the time of admission to prison to release. The purpose of the work was to design an effective and consistent pre-release transition planning process to be implemented across Iowa's correctional system thereby saving prison beds by reducing offender stays in prison and improve offender transition outcomes.

The design work was accomplished in March of 2005 utilizing the Kaizen

Breakthrough Methodology, a process developed to redesign significant work processes through a very intensive and concentrated effort. A Kaizen consultant, James Scott, from the TBM Consulting Group, facilitated work sessions with a team of 18 participants consisting of individuals who directly handle and know the process, including: three institutional counselors representing minimum, medium and maximum security levels; three probation/parole officers representing urban, rural, and work release supervision settings; one institution records administrator; two

probation & parole supervisors representing field and work release supervision settings; one institution treatment director, DOC Deputy Wardens representing pre-release policy development, one Parole Board member; one victim; a community service provider; and an offender family member. This broad-based team effectively represented the diverse stakeholders and was a critical element in producing a workable result.

The result of the project is the design of a "Re-entry Planning Process"

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Kaizen Re-Entry Project

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beginning at the time of reception to Oakdale and continuing until the offender re-enters the community. The new re-entry design addresses such issues such as:

- Release Planning Beginning at Reception.
- Standard Assessment Battery conducted at Reception by 2 Reentry Intake Counselors.
- Standard Offender Re-entry Case Plan.
- Targeted DOC Recommended Release Dates.
- Core Treatment Assignments.

Kaizen Re-entry Work Subcommittees have been formed to perform the work outlined below:

Targeted Release Date Subcommittee – Lettie Prell, Chair

- Review release date by sentence and risk.
- Establish projected guidelines.

Paperless Packet Subcommittee – Bob Johnson, Chair

- Revise Release Procedures Policy IN-V-100.
- ICON medical information issues available (exit health screens, psych reports, etc.).
- Protocol developed for implementation of Packet.
- Packet Implemented.

IMCC Reception Implementation Plan Subcommittee – Jerry Bartruff, Chair

- Review capability to redirect resources from IMCC to new reception process.
- Detail steps involved in new recep-

tion process.

- Plan for SIR identification and placement at Oakdale.
 - Determine how to include offender families and victim contact during reception and course of incarceration/intervention and release (initial letter to offender families and victims).
- Re-entry Case Plan Subcommittee – Anne Brown, Chair**
- Finalize draft Plan.
 - Program Reentry Case Plan into ICON.
 - Pilot Plan in 1st and 5th districts and all institutions.

Release Coordinator Job Description/Standards For Icon Entry Subcommittee – Tamara DeMaris, Chair

- Develop job descriptions for institution and community release coordinators. (i.e. contact with CBC 180 and 60 days prior to release, etc.).
- Determine what generic notes will be required to document family and community resources at time of admission to prison.
- Develop Standardized Home Placement Criteria.

Treatment Planning Subcommittee – Jeanette Bucklew, Chair

- Establish Treatment/Capacity/Location (triage).
- Prioritize Treatment utilizing BOP



codes, time served approaching release.

- Accommodate Specialized Programs receiving BOP approval prior to release.
- Determine programming approved by BOP that can be completed in Community.
- Victim Empathy/Impact mandatory for all offenders.
- Establish Required Pre-release Programming parameters/delivery.

Each Subcommittee is charged to review quality assurance issues in conjunction with their planning, including performance outcomes and measures wherever possible. Also, each committee is also noting where utilization of ICON could benefit their particular area and recommend changes to the current system as needed.

The development of the Re-Entry Case Plan and much of the redesign work is scheduled to be completed for pilot phases by October of 2005 with a full implementation of the reception process redesign scheduled for January of 2006.



Anamosa State Penitentiary

Employee Recognition

Congratulations to ASP and IPI staff who were this year's Golden Dome Award recipients. The following staff members were presented their awards by Governor Vilsack and Lt. Governor Sally Pederson at a ceremony at the State Capitol on June 14, 2005: Brett Taylor, Correctional

Officer – Badge of Courage, Tami Moore, Secretary – Lt. Governor's Employee Volunteer Award, Tamia Salviati, Records Administrator – Employee of the Year Award, and Tim Diesburg and Greg Hart, State Industries Supervisors – Team Award.

Congratulations to Secretary I Cindy
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Golden Dome recipients (left to right): Tim Diesburg, Tami Moore, Brett Taylor, Tamia Salviati, and Greg Hart



Anamosa State Penitentiary

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Wolmutter, Employee of the Quarter for the 1st Quarter of 2005. Cindy is a 30-year veteran at ASP, and currently is Secretary to the Deputy Warden with job responsibilities exceeding that title, as she also provides assistance to the Safety Officer, Training Officer, Correctional Security Manager and the Administrative Law Judge. Cindy is an expert on ASP and IDOC policies, and was chosen to serve on a statewide



Cindy Wolmutter,
Employee of the Quarter

committee to rewrite and revise IDOC policies for ACA accreditation. She contributed to the review, editing, formatting, and typing of 97 IDOC policies, which was completed in three months.



Torch Run Participants

Cedar Rapids as part of the Law Enforcement Torch Run to benefit Special Olympics. Runners included Al Reiter, Wendy LaFella, JD LaFella, Vern Isaac, William Melton, and Phil Kauder. Bikers were Curt Daily, Steve Hebron, Jamie Sprimont, Tom McDonnell, Lary Winders, Jason Hewitt, Jeff Fliehler, Mike Kray and Jon Day. Warden Ault and Mark Beauregard drove support vehicles. A total of \$1,695 was raised in donations for the event.

ASP staff generously donated \$5,523.24 and 629 food items to this

Special Events

On May 16, seventeen ASP staff ran or biked from the institution to

year's IDOC Food Drive, which resulted in 11,676 points.

Congratulations

The Iowa Corrections Association recognized ASP's Therapeutic Community (TC) as the outstanding program of the year at the awards banquet in Lake Okoboji.

ASP's grant application for the FY2005 Edward Byrne Justice Assistance Grant (Byrne-JAG) for the TC program was approved to receive \$185,055. Correctional Counselors Ron Johnson and Pat Romano-Shover, and Correctional Officer Sherrie Dingle have worked the program from inception. Other staff associated with the program are Treatment Services Director Dennis LaBarge, Correctional Counselors Matt Eivins and Larry Hingtgen, Word Processor 2 Amy Christensen and Accounting Clerk Mary Rose Coleman.



Clarinda Correctional Facility

Clarinda would like to dedicate this newsletter to two staff members who we lost during this quarter, Joel Wagoner and Mike Ennis.

Joel was the Plant Operations Manager and died on April 4, 2005 after being diagnosed with cancer. Joel began working on January 4, 1993 as a Carpenter II, and served as Plant Operations Manager since February 6, 1998. Joel left behind his wife, Nancy, and daughters Elizabeth and Anne, and his many friends at CCF. Joel was very talented, enjoyed singing and attending all sports activities.



Mike Ennis was employed as a Drug Abuse Counselor and died on April 27, 2005 as a result of a motorcycle/deer accident. Mike died on his 15-year anniversary as a state employee, beginning on April 27, 1990. He served

all 15 years in that capacity, a job he dearly loved. He was also on the Hostage Negotiation Team. Mike is survived by his wife, Cheryl and children Christina, Tamara, Jason and Angela. Mike was loved by everyone and never had an unkind word to say about anyone. He was known for his funny hats, sayings and songs. He loved riding his motorcycle, fishing, and Blue Grass music.



Employee Recognition

Brad Keever, CO and David Ferry, Correctional Counselor were named as Employees of the Quarter during this past quarter.

Several CCF staff were honored as Golden Dome Award recipients during ceremonies at the Capitol on June 14, 2005. Mark Lund, Superintendent, was

honored as "Leader of the Year". Renee Williams, Training Specialist was honored as "Employee of the Year".

We also have welcomed home several of our staff who have been serving in the military. They include: Richard Carpenter, Psychologist, and Correctional Officers Harold Carpenter, Anthony Karr, Nick Esser, Troy Richards and Aaron Sharr. We are so happy to have them back safe and sound, and are proud of their service to our country.

Lodge Update

120 offenders are now residing at the Lodge. Offenders work various jobs on campus, including Maintenance, House-keeping, Dietary, Laundry and Storeroom. Offenders have assisted in two outside work projects, the first in Atlantic, Iowa, cleaning up an old gas station. They also assisted Iowa Prison Industries setting up furniture in dormitories at Iowa Western Community College in Council Bluffs.



Fort Dodge Correctional Facility

In early 2004 Hawkins Greenhouse in Des Moines closed their business and donated two greenhouses to the Highland Park Church. The church wanted to use the land to expand, and offered the greenhouses to the Department of Corrections. In May, after completing the legal documentation, the Department determined Newton Correctional Facility (NCF) would take the 30' x 46' greenhouse and Iowa Correctional Institution for Women (ICIW) and Fort Dodge Correctional Facility (FDCF) would split the 130' x 40' greenhouse. In June each facility sent a Correctional Trades Leader (CTL) to dismantle the greenhouse. NCF provided inmate labor. The dismantling of the greenhouse took two weeks and the materials for each greenhouse were transported to the respective facilities.

FDCF CTL's and inmate workers began by making modifications to the steel framing, grading the site, pouring

footings, and laying concrete block.

Utilities were run to the building, steel framing was erected, and thermo lexan sheeting was applied to the steel framing. The gutter system was modified and a 1,200-gallon tank was installed inside to collect rainwater off the roof to use for watering the plants. The 2,400 square foot greenhouse is heated with natural gas, has a restroom and electrical room. The greenhouse is used for starting plants for the Department of Natural Resources (DNR) and for the garden produce and flowers grown at FDCF.

In February 2005 a 28E agreement with the Department of Natural Re-



sources (DNR) was signed. The facility, with inmate labor, began germinating seeds and started plants for the DNR. Several thousand plants have already been returned to the DNR for planting in state parks and use in school horticultural classes. The facility is also planting one acre of wildflowers on a site south of the parking lot. The plants for this plot have been started in our greenhouse and are ready for transplant. This fall, inmates will harvest the seeds from the wildflower plot to start new plants for the DNR.



Iowa State Penitentiary

Employee Of The Quarter

Tom Stockbridge, IPI Supervisor, was named Employee of the Quarter for the second quarter of 2005. Tom started working for Iowa Prison Industries in 1993 and was cited for taking on the challenge of adding a Custom Wood Shop and making that division operational/successful. He is always willing to go the extra mile and change his work schedule in order to meet delivery commitments, and is a real Team Player.



Tom Stockbridge with Warden Burger

Retirement

Correctional Officer Rick "Chili" Beelman retired from the Iowa State Penitentiary on July 8, 2005, after 29

years of employment. Officer Beelman started at ISP on January 23, 1976, and served in a variety of assignments including Iowa City Officer, the Chapel and was also the Landfill Officer for a number of years. He was a very respected, hard working officer who truly fulfilled the mission of the Department of Corrections and will be missed at ISP.



Rick Beelman with Warden Burger

Hospice Program

Seventeen offenders recently graduated from the Iowa State Penitentiary's first class for hospice volunteers. The ISP hospice program, "Sail to Serenity", under the direction of DOC Administrator of Nursing Marilyn Sales and ISP Unit Manager Deb Nichols, was started

at ISP in late 2004. Two hospice rooms in the institutional infirmary have been decorated and furnished for offender hospice care. Certificates of Achievement were awarded and presented to the graduates by Warden Burger and Marilyn Sales.

Promotion



Phyllis Porter

Phyllis Porter has been named Executive Officer/Human Resources at the Iowa State Penitentiary with an effective date of June 17th. Porter replaced Pat Marshall who retired in April. Phyllis began her career at ISP as a Clerk typist on September 9, 1983, in the Warden's Office and was subsequently promoted to various positions in the Personnel Office until her recent selection as Executive Officer 1/Human Resources.



Iowa Correctional Institution for Women

Volunteer Banquet

ICIW held the Volunteer Banquet on June 16, 2005. ICIW has nearly 1,000 volunteers registered and trained. Of course, it is only a small central core of volunteers who make so many of our programs possible at ICIW. Those individuals were honored at a banquet organized by Emily Neuroth Eich.



There was a wonderful dinner provided by funds from the long-term group. The inmates' crafts were on display for sale in the administration building. Inmates performed original dances to two songs for entertainment. The Warden gave a welcome and personal thank you to all volunteers who were there. Approximately eighty people attended representing Match Two, Religious Library, AA/NA, Animal Rescue League and many more.

Susan Hunter Memorial

The ground has been broken for the Susan Hunter Memorial. Donations include materials, landscaping plans and time. All work is being done by the inmates of ICIW.

The ceremony for the site will be July 15, 2005, at 1:00 p.m. after the Board of Corrections meeting.

Food Drive

This year's Food Drive went very well. The entire staff was divided into seven teams to compete for a dinner provided by the losing team. Together the teams were inspired with creative ways to raise funds and donate food. Some of the ideas used were to dye a staff member's hair for a day for a minimum donation.

Three staff members had their hair dyed pink, purple and blue for the cause. There were bake sales, create-a-meal in a grocery bag for donation, and the Warden donated four hours of her time to the highest bidder. She will work in place of one staff member for four hours of their shift, doing all their duties under their supervision.

In total we raised \$544.00 and 1959 pounds of food for the Food Bank of Iowa.



Iowa Medical & Classification Center

New Faces at IMCC

Drs. Devi and Prasad Mikkilineni from the Mount Pleasant Mental Health Institute transferred to IMCC. Dr. Devi will be the staff psychiatrist assigned to the West Unit (Psychiatric Hospital) and Dr. Prasad will be working with IMCC offenders with mental health needs. We also recently received three correctional officer transfers, and hired nine new correctional officers and four new nurses.

A number of staff were promoted: Tom Brundage to CS 2; Scott Eschen and Sandy Briggs to CS 1; Mark Freitag, Shane Woods, Matt VanTrump, Trent Wensel, and Bruce Brown to Senior CO; Derek Rickels to Correctional Supervisor 2; and Donna Davis to AA 2.

Employee Recognition & Awards

The Annual IMCC staff awards recognition and picnic was held in May during National Correctional Workers' Week. Director Maynard and Deputy Director Brimeyer were here to help

present the awards and congratulate the recipients.

Ten IMCC staff received awards at the Annual Golden Dome Awards Ceremony in Iowa City in June:

- 25 years: Jerry Bartruff, Correctional Treatment Director; Mary Ann Foltz, RN; Stephen Henkelman, CO; Rick Krause, Jr., CO; Sandra Lloyd, Pharmacist; James Payton, CO
 - 30 years: Ronald Bush, CO; Donna Davis, Administrative Assistant; Mary Ellen Schmidt, CO
 - 35 years: Richard Young, CO
- Beverly Huffman and Becky Schneider, both Correctional Counselors at IMCC, received awards at the Spring ICA Conference at Lake Okoboji. Beverly was named "Outstanding Woman in Corrections" and Becky was awarded the "Outstanding ICA Member" award.

IMCC SWAT Competition

Six members from the IMCC CERT (Correctional Emergency Response Team) were recognized at an awards ceremony following their participation

in the 2nd Annual SWAT Competition in Mt. Carroll, Illinois in June: Lori Brady, Tom Krivanek, Tom Brundage, Jr., Lew

Vyrostek, Trent Wensel, and Peter Broadston. CS Brian Chapman, the CERT Supervisor, was along to support the competitors. Team members brought home an overall Championship trophy and four other awards: 1st place in 3-Man Shotgun; 2nd Place in 3-Man Challenge Course and 3-Man Sniper; and 3rd Place in 3-Man Carbine.



Annual DOC Family Camp and Fishing Tournament

Jessica Payton (daughter of James) won the 1st place trophy in the 7-15 age category, with a 4 lb, 4 oz catfish, which was also the "Biggest Fish of the Tournament" at the Annual DOC Family Camp and Fishing Tournament in June.



Mt. Pleasant Correctional Facility

CERT Team Runs In The Torch Run

Six members of the MPCF CERT team—Paul Corbin, Ryan Buffington, Matt Manning, Tom Siebert, Dennis Stuekerjuegen and Jeff Bailey—along with escort Frank Roffe, completed the Special Olympics Torch Run on May 17th. Preceding the run was a live broadcast through KILJ radio at the Henry County Courthouse regarding the history of the MPCF torch run and numerous fund raising events we do for the Special Olympics. The run started with a Mount Pleasant Police escort



around the town square to the end of town. Also following and video taping the runners was KTVO TV. The torch run began at



11:45 a.m. in Mount Pleasant with arrival in Fairfield at 2:55 p.m. The runners were greeted by many well-wishers along the way. Upon arrival in Fairfield the runners were given a Fairfield Police escort around the square. Hats off to our CERT team for making the 2005 Torch Run a tremendous success.

Christian Motorcycle Association

In honor and support of the offenders who were walking on the inside for “Run for the Son”, the local Christian Motorcycle Association chapters and ride groups rode a victory lap around the perimeter. They brought with them over 100 motorcycles. A picnic was held at the MHI building for the clients, patients and staff. Gratitude and appreciation was expressed by all.



Offenders Clean Long-Neglected Graveyard

Offenders got a welcome reprieve from the confines of prison and helped local volunteers clean up a piece of history in Louisa County. Six offenders worked two weeks to remove an over-growth of trees and weeds in a cemetery, which measured a little more than an acre. The offenders said they enjoyed being in the fresh air away from prison walls, even though temperatures some days topped 90 degrees. They also said they felt a sense of pride and accomplishment with the work in helping restore the cemetery.



Thanks to our security and maintenance staff for organizing and supervising this community project.



North Central Correctional Facility

The highlight of this past quarter was the observance of Corrections Week from May 2nd through May 8th. Corrections Week is viewed by staff as that special week when those working in this profession have an opportunity to gather together and share a common bond. In a difficult profession that remains in operation seven days a week, twenty four hours a day, three hundred and sixty five days a year, it is always a great feeling for staff to gain a share of the spotlight and feel appreciated for the services they perform on a daily basis.

A week's worth of activities were planned in order to celebrate this year's Corrections Week and to allow staff from various shifts to participate in a majority of the activities. On May 2nd, a free car wash token was presented to each staff member. On May 3rd, pizza

was purchased from a local Pizza Ranch and delivered during meal periods on each shift. Wednesday, May 4th gave all employees a chance to satisfy their sweet tooth. Each employee brought in their favorite (secret recipe) desserts, which were shared with their co-workers. May 5th activities included a chance for staff to enjoy a breakfast with all the fixings, a stuffed pork chop supper, and \$10.00 placed on their Debitex cards.

To make this day even more special, staff were thrilled when Director Maynard and

Deputy Director Dan Craig arrived at the facility and joined in on the festivities. For May 6th through May 8th, staff was allowed to select one day and dress in casual attire. It was apparent by the overwhelming staff participation that this past Corrections Week was a major success and was enjoyed by all.





Newton Correctional Facility

The Newton Correctional Facility has had a lot going on these past few months. Employees were treated to daily “goodies” during Staff Appreciation Week held the week of May 2nd. Monday started off with all employees receiving May Baskets filled with treats. On Tuesday, employees were treated to pizza and pop with Director Maynard joining us for lunch. Also on Tuesday evening, staff members were able to bring in immediate family



members for a tour. We had 283 guests tour NCF that evening which had not been done since opening back in 1997.



Ice Cream was dished up for all on Wednesday

followed by popcorn being served on Thursday. Friday ended with many varieties of delicious cakes made by Sgt. Brenda Edmunds. It was a great way to have fun and celebrate what a fantastic job the entire staff at the Newton Correctional Facility does everyday.

Service Awards and Special Recognition

Several NCF staff received their service awards and special recognition the evening of May 3rd coinciding with the family tours. Those honored were:

- 10 years: Mark Burkhart, Jana Gordon, Jack Holder, Troy White, Mark Baugh, Steve Floyd, Traci Carpenter, Cindy Heuton, Rex Cooper
- 15 years: Don Peters, Darrell Morris, Janice Berry, Glenda Bates, Larry Lipscomb
- 20 years: Paul Pearson, Rich Hutton
- 25 years: Bruce Duff, Pam Haney, Roger Filson
- 30 years: Dorothy Hanneman, Mimi Leonard

- Volunteer of the Year: Mimi Leonard
- Excellence in Safety: NCF Warehouse Staff (George Garrington, John Gifford, Jerry Kingery)
- Agency Employee of the Year: John Mays
- Manager/Supervisor of the Year: Scott Miller
- Team Excellence: Psychologists (Marty Marsh, Lou Gustilo, Steve Perlowski)
- Life Saving: Reg Van Dusseldorp
- Special Recognition: Mary Pretzer
- Golden Dome Awards Ceremony: On Tuesday, June 14th, Kris Weitzell & Scott Miller were honored as DOC Supervisors of the Year and Joyce Kingery as DOC employee of the Year. Ron Husted and Katy Husted was also part of the Golden Dome Awards Ceremony. Ron played bagpipes again this year for the memorial portion of the ceremony and Katy sang the National Anthem. Ron is the husband of Pam Husted, Record Administrator and Katy is her daughter. What an honor!



1st Judicial District

Retirement

The First District celebrates with Waterloo Probation Parole Officer Chris Petersen as he retires from the Department after 25 years of dedicated service. Chris was honored at



(L-R) AFSCME Representatives Robert Henderson and Janet Butz present Chris with a gift while Probation Officer Norm Montgomery looks on.

a brunch on June 20, 2005. There will be fewer practical jokes in the office with Chris gone. He will be missed and we wish him the very best.

Management Team Meeting

The Management Team of the First District meets quarterly to communi-

cate and coordinate issues throughout the District. The May 18 meeting was hosted by the Dubuque Residential Facility where management staff was greeted by Residential Officers Mike Zucher and Wayne Streif (Pictured below). Items discussed included upcoming leadership trainings, a presentation by Dubuque Residential Manager (and ICON Master Trainer) Eric Johnson on generic notes in ICON, and the progress on developing a new employee performance evaluation form. Residential Supervisor Tam DeMaris reported on the progress made by the Kaizen Project that will help streamline the process of moving offenders through



the system. In response to a Strategic Planning Committee suggestion, District Director Karen Herkelman is offering to “job shadow” any interested line staff. This is an effort to keep management “in touch” with the day-to-day operations. Note: Karen did have an opportunity to “shadow” Waterloo Probation Officers recently and felt it was a very worthwhile experience.

New Office

The Decorah Field Services Office has moved into a new building in Decorah owned by Luther College. The new address is 1014 South Mill Street. One Decorah staff commented she liked the new office because “of the location, it’s clean, has its own bathroom which may be heated during the winter, its great meeting/group room and of course, the great people who work there.”



2nd Judicial District

Marshalltown Area Supervisor Retires

The Second District lost over thirty-one years of experience this month with the retirement of Mike Croker, Area Supervisor in the Marshalltown Office. Mike started as a Probation and Parole Officer in August 1974 in Marshalltown, when Corrections was part of the Iowa Department of Social Services. In June 1977, Mike was promoted to supervisor, and held that position until his retirement on July 1st.

Over the years, Mike went from supervising four employees to twelve. He served on several state and district committees, including the State Classification Committee, which was formed in December 1983. He was instrumental in the development of the Community Drug Court program in Marshalltown.

Linda Murken commented, "Mike has been a 'steady hand' in numerous situations over the past 30 years as Supervisor of the Marshalltown office.

His careful analysis of situations and his caring for his co-workers has helped him solve problems in ways that have helped individuals and the Department grow and change. He has been consistent in his loyalty to the organization and to his staff, and has used his skills and wisdom to help launch the careers of many corrections professionals. I have probably learned more from him during these decades than he has learned from me. As a supervisor and a leader, he is a 'natural'."

New Supervisor For Marshalltown

Joel McAnulty became Supervisor of the Marshalltown Area Office on July 1st. He began working with the Second District in May 1995 as a Pre-Trial



Joel McAnulty and Mike Croker

Interviewer. He was promoted to Probation and Parole Officer 2 in August 1998, then to

Probation and Parole Officer 3 in July 2002 and assigned to the Community Drug Court in Marshalltown. He assisted the Drug Court Planning Committee in finalizing the plan for the Drug Court, recruited and trained volunteer panel members, and has supervised the Drug Court caseload for the last four years.

Joel is a graduate of Marshalltown Community College and the University of Northern Iowa. He holds a bachelor's degree in political science. Prior to working with the Second District, Joel was employed at Central Iowa Residential Services, Inc. He held various positions there, including Job Coach, Vocational Coordinator, Adult and Family Caseworker, Program Manager, Supervisor and Assistant Program Administrator.

Joel has served as a BEP facilitator. He has served on numerous state and district committees and task forces, including the Statewide PSI/ICON Committee and the DOC Charter Agency Committee.



4th Judicial District

Drug Court Commencement

On June 9, 2005, the Fourth Judicial District Drug Court Commencement was held at the Iowa Western Community College. Veronica LeGuillou, Personnel Assistant for the 4th District, attended her first commencement; following are her reflections:

The 4th Judicial District Drug Court Commencement released three women and ten men back into society. All charges against them have been dismissed. They start their new lives with clean slates, clean bodies, and a box full of tools to keep it that way. They know it won't be easy and one man acknowledged "I am a drug addict today. I will be a drug addict tomorrow. I will be a drug addict next month." With their minds no longer altered they can appreciate this second chance at life. "I was facing 84 years in prison, the rest of my life," one participant said.

As a reminder of how far they have come, graduates were given a copy of their mug shot to compare with a Polaroid taken right before the ceremony. Most of them are unrecognizable. Gone are the gaunt faces with sunken eyes, replaced with hopeful smiles. Completing the Drug Court program has given them the ability to do what Mary Kay Mueller, motivational counselor and keynote speaker for the evening, recommended: believe. Believe in yourself, believe in your dreams, and believe you can do it.

An audience of Drug Court program supporters attended, including friends and family, Council Bluffs Chief of Police Keith Mehlin, representatives from the State Patrol, the Harrison and Mills counties law enforcement agencies, and counselors from the Arch, Zion Recovery and Stephen's House. The 4th Judicial District Drug Court staff—Greg Reinders, Arthur Bowles, Keith Roemen,

Pat Honeywell and Cindy Schutt—was present to proudly send off their latest graduates.

There was laughter, and tears. There were jokes, and speeches too choked-up to be heard. There were pats on the back, handshakes and hugs. But mostly, there was hope.

Motivational Interviewing Training

For three consecutive Fridays in May, training sessions were held so that every 4th Judicial District employee could catch the spirit of Motivational Interviewing. The trainers: Pam Taylor, Wayne Reed, Lynne Smith, and Matt Gelvin did an outstanding job of facilitating a learning environment that allowed for participation among attendees while enhancing learning. Staff is excited to begin practicing their motivational interviewing skills as they continue to have a positive impact on the mission.



3rd Judicial District

The spring quarter found district staff not only busy with their normal day-to-day case management workloads but also involved in a variety of activities.

Motivational Interviewing Training

Residential Manager Maureen Hansen, Probation/Parole Officer Manon Thramer, Treatment Coordinator Pam Whylen-Reinke, and Residential Officer Keith Iverson did an excellent job in presenting Motivational Interviewing to all district staff in three separate day-long training sessions. The interactive training was held in Sioux City at the Wilbur Aalfs Public Library and not only were staffs' minds freshened with this new evidence-based practices concept, but also basic nutritional needs of coffee, doughnuts, fresh fruit, veggies, soda and cookies were provided for mental conditioning! This training was well received by staff and proved to be a pleasant respite from

office routines while presenting another viable tool for managing offenders. The best of both worlds!

Wellness Committee

The Wellness Committee in the Sioux City Office always manages to creatively outdo themselves. A planned spring event for a lunch hour backyard cook-out turned out to be sensational. The weather was warm and sunny, the aroma of grilled hamburgers and hot dogs had everyone in downtown Sioux City salivating, and the rest of the potluck style foods provided by staff was amazing. And the best part? Leftovers the next day!

Silver Anniversary

The Wellness Committee is also instrumental in remembering important milestones for staff. Earlier this year and likewise in past years, several staff were honored for 30 years of service. In early June, Probation/Parole Officer II

Tracy Whitehill was recognized for his 25 years of service to the district. Tracy began his employment in June 1980 as a Residential Officer in the Sioux City Facility.

ICA Outstanding Correctional Worker Award

Congratulations to LaDonn Long, Probation/Parole Officer II, who was one of this year's recipients of the ICA Outstanding Correctional Worker Award. LaDonn manages a Woodbury and Crawford County caseload from the Sioux City office.

RAGBRAI

This year's RAGBRAI route will pass through Sheldon, Iowa where the 3rd District has a Residential Facility. Residents of the facility have volunteered their assistance to the RAGBRAI organization to help out with the myriad of tasks de rigueur with this sort of an event.



6th Judicial District

National Probation, Parole and Community Supervision Week

The Sixth District celebrated National Probation, Parole and Community Supervision week July 11-15. Staff were provided special treats each day, and were honored on Friday with an appreciation picnic catered by Tomaso's; lunch was followed by staff awards, door prizes, and karaoke.

Bobbie Peters Honored With Excellence In Safety Award

Bobbie is the Residential Manager of the Lary Nelson and Gerald Hinzman Centers in Cedar Rapids. Both these facilities operate at over 110% capacity, with approximately 190 residents at any given time. Bobbie has an ongoing commitment to making improvements in the safety of the environment in which we work. Workplace accidents are rare to none, which is remarkable given the diverse nature of the job duties of the staff members she supervises. By

ensuring significant and ongoing work place improvements and a minimal number of work place accidents, the security, safety and welfare of both staff and residents are first and foremost. By being able to work in a safe atmosphere, staff morale stays at a high level, even with the ever-increasing tasks assigned.

Mike Richmond Honored With Manager Of Year Award

Mike may not leap tall buildings in a single bound, but he is a "superman" nonetheless. He is responsible for much of the behind-the-scenes efforts that get done around the Cedar Rapids Complex that we take for granted. His primary duties as Division Manager are overseeing district-wide residential operations, maintenance and computer support operations. Mike has also taken a primary role in the faith based partnerships we have entered into. He has devoted his time and talents to committee development, conference planning,

kitchen service, training of mentors, and the adult offender mentoring program. Mike's commitment to community stretches beyond work, as he has for years been an active member of his faith institution, United Methodist Men, Cedar Rapids Emmaus Community, Promise Keepers, Mission of Hope and Pictured Rocks Church Camp. Mike also served on the Board of Directors for the Area Substance Abuse Council and as spokesperson for the United Way of East Central Iowa. For all of this and for his 35 years of service, Mike is very deserving of the Manager of the Year Award.

New APPA President-Elect

And finally, Gary Hinzman was successful in his bid for the position of President-Elect of the American Probation and Parole Association. We are certain he will provide a strong voice for community-based corrections staff nationwide, and especially in Iowa.



5th Judicial District

Meet The Pre-Sentence Investigation Group

About five years ago, the Fifth Judicial District, facing office shortage, piloted a telecommuter project by placing some staff in their homes to work. The Pre Sentence Investigation (PSI) Unit took on the challenge. Therefore, many of these faces may not look familiar. Unit staff find their way to the office once or twice a week to interview offenders, turn in paperwork, and receive assignments.



Left to right, standing: Cathy Johnson, Cindy Morrison, Dawn Teggatz, Jerry Spracklin, Lisa Baker, Scott Durrell; Left to right, seated: Becky Dyer, Diane Manser, Alan Robinson.

Not Pictured: Becky Gonnerman, Emma Sakanovich

hard at work in their homes, writing reports for the court that overview each offender's life history, his/her offense and victim information.

Each PSI report also contains a recommendation for sentencing that takes into account the offender's risk to the community and his/her treatment needs. Last year, the unit completed over 2,000 reports.

Here is the highly organized group:

- Cathy Johnson: Began her career in the Newton Correctional Facility; moved to the Fifth Judicial District intake unit and then the PSI unit.
- Cindy Morrison: Began her career in the Newton Correctional Facility; worked for years in the Fifth's Indianola office, then transferred into the PSI unit.
- Dawn Teggatz: Began her career at the Polk County Courthouse working for a Judge and then in the Informal Unit.
- Jerry Spracklin: Came from EFR and the Drug Court program.
- Lisa Baker: Came from the Polk County Courthouse where she worked for a Judge.
- Scott Durrell: Actually part of the Sex

Offender Team, but completes all PSI's ordered on sex offenders or those required to register. Began his career at the Fort Des Moines Residential Facility, then moved to Field services and a domestic abuse caseload prior to his current position.

- Becky Dyer: Came from EFR and the Drug Court program.
- Diane Manser: Was promoted from secretary to Probation/Parole Officer.
- Alan Robinson: Began his career at the Fort Des Moines Residential Facility, then was promoted to Probation/Parole Officer.
- Becky Gonnerman: Began her career in the Fifth District working in Pre trial prior to coming to the PSI unit. She helped to pilot the post PSI procedure – a process that saves agents' time and cuts over 14 days off the Polk County Jail stay for prison-bound offenders.
- Emma Sakanovich: As the unit's secretary, her work ethic is difficult to match.



7th Judicial District

The Clinton Field Office of the Seventh Judicial District Department of Correctional Services has greatly benefited from a relatively new substance abuse halfway house for homeless women and women with children. New Directions/ASAC, substance abuse and treatment providers, opened Hightower Place on the southwest side of Clinton. The Clinton Office continues to utilize the halfway house on a regular basis. With the recent upswing in substance abuse among single women and women with children, homeless issues, domestic violence, etc., this service is a badly needed resource.

The target population is women with substance abuse issues who meet the placement criteria for halfway house or intensive outpatient with housing treatment. They accept both single women and women with children. The facility has a total of six apartments (five two-bedroom and one three-

bedroom) and 10 to 12 single/double rooms.

Hightower Place is a HUD-funded transitional housing program, and accepts only women who qualify as homeless; however, this does not mean they must be coming from the streets. HUD guidelines encompass a variety of situations, including women fleeing domestic violence. As noted, the women must meet the criteria for substance abuse.

The average length of stay for Hightower Place residents is three to six months, depending upon individual needs. The facility is staffed 24 hours per day, 7 days per week. The program has set guidelines for activities and curfews. The program is also designed to provide a structured living environment that is complemented with a variety of support services, which include:

- Substance abuse services
- Mental health services

- Domestic violence counseling
- Family counseling
- Primary health care
- Well child services
- Nutrition
- Child care
- Employment assistance
- Parent education
- Children's groups
- In-house services such as life skill development, fiscal counseling, support counseling, etc.

Medicaid pays 100% of treatment costs for eligible women. Non-Medicaid residents are charged on a sliding fee scale. No one will be refused service because of inability to pay. If any other agencies would like to use this valuable resource, contact Susan Brown, Program Manager, at 563-242-2042. Paul Willging is the Development Director of Hightower Place.



8th Judicial District

Establishing A High Risk Unit

The 8th District will soon have its new High Risk Unit (HRU) up and running. As a result of budget cuts the last four years, the district's Intensive Supervision Program (ISP) dwindled from three positions district wide to one during FY2005, which translates into about twenty hours a week for evening surveillance in fourteen counties. With new funding from the Legislature for 2006 and the need to provide electronic monitoring (EMS) and other enhanced supervision services for sex offenders and certain methamphetamine offenders, the district decided to scrap or "sunset" its former "traditional" ISP program. The district has also experienced an in-

creased need for a more direct visible presence in its communities, especially in the evening hours. After reviewing programs in the 5th and 6th districts, the 8th district is establishing a HRU.

Providing meaningful surveillance type activities in a rural district presents organizational challenges. The new unit, to be led by Residential Supervisor Dan Fell, will hopefully be operational by September 2005. Dan is extremely well qualified to lead the unit, having obtained undergraduate and graduate degrees in law enforcement/corrections, possessing many years experience as a police officer and drug task force member, and being a certified trainer in

many areas of law enforcement, corrections, and safety. The unit will function as a district wide team with four members assigned to the Burlington, Ft. Madison, Ottumwa, and Oskaloosa areas. Unit members will be uniformed ILEA certified law enforcement officers (PPOII) with clearly marked law enforcement vehicles. HRU officers will not carry a caseload as case managers, but will provide all the field activities including surveillance, drug testing, EMS for all eligible sex offenders and methamphetamine offenders, and other services to offenders needing more community surveillance. Cases will be referred to the team for supervision.

