

IMPACT

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A Message from the Secretary



*Eldon Vail, Secretary
 Department of Corrections*

We are up to our necks in it now. In late December and early January, I informed our employees about the extent and the depth of the budget challenges that we were facing. A month later, the Legislature is now in session and the conversation about the future grows more intense every day. Meanwhile, inside the agency, we have had to move forward to make reductions in order to stay within this year's budget. Both of those subjects hit pretty close to home for lots of people and the conversations have been and will be intense. When those conversations get close to something any of us care about—a program, our workplace, our job—it is likely to bring out strong emotion. It is hard to understand why something one cares about might wind up being the target of a reduction. But reduce we must.

For years, this agency has been in a pretty aggressive expansion mode. For the first time in my memory, it appears we are heading, to a degree yet to be determined, in the opposite direction. That is a new experience for us but we nevertheless move forward. Some decisions we have already made and they have been implemented. Most are still being explored, either in conversations with our Unions or with legislators and all the others involved in the legislative process.

"We are taking this moment as a challenge to think about ways of doing things that we have never considered before."

Our Governor has said she is not fond of her overall budget proposal but that it is not enough to point out what we don't like about it. Instead, she challenges us to put our own ideas of how to save money out there—because the best ideas may not yet have been discovered. Many of our employees have done exactly that and come forward with their ideas. Nearly every one of them is creative. Several are really good suggestions that have been or will be implemented. The idea of early deportation of illegal immigrants, for example, came from several staff members. The suggestion to save money by discontinuing inmate personal clothing is another example of employee ideas becoming reality. Those are the kinds of innovative ideas we need. I will continue to encourage our staff to get involved and share their thoughts on how we can reduce expenditures yet maintain our operations in a safe and healthy manner.

We are taking this moment as a challenge to think about ways of doing things that we have never considered before. Our Governor tells us not to waste the opportunity this budget crisis creates. I could not agree more.

Let the Communications Department know what you think of our new newsletter format. We want to provide you with information about the things you care most about. Take a few minutes to let us know whether or not we are meeting your expectations by emailing our editor, Joseph Mitchell, at jlmitchell@doc1.wa.gov with any feedback or suggestions you have about the DOC newsletter and the type of stories you'd like to see presented on these pages.

Thank you.

Leadership Profile: Earl Wright



Earl Wright Has Brought Along Others During His Rise at DOC

By Chad Lewis
West Team Leader, Communications

With little fanfare but much appreciation, Deputy Prisons Director Earl Wright has helped develop the careers of talented managers at the Department of Corrections.

"He has this uncanny ability to identify talent," Secretary Eldon Vail said. "A lot of people at a lot of different facilities are where they are today in part because Earl helped point them in the right direction."

As a longtime member and current President of the Washington State Chapter of the National Association of Blacks in Criminal Justice, Wright has been instrumental in helping diversify DOC's leadership.

"The talent among minorities has always been around long before I was, but there didn't used to be much opportunity for advancement," Wright said. "People naturally tend to surround themselves with people who are like them, and back in the 1970s most executives were white men."

The key, Wright says, is not to specifically identify talented black staff members but rather identify talent regardless of their race or gender.

"I've helped promote talented white men and women too, not because of equal opportunity but because it's what is best for the agency," he said. "If you have talent, I want you to succeed in this agency, regardless of your race or any other distinction."

Wright says he learned that philosophy from a string of talented supervisors, beginning at Cedar Creek Corrections Center in 1979 when it was a youth camp. One of his first supervisors at Cedar Creek was Vail, who hired Wright fulltime after an internship.

"Eldon and Dick Morgan and others taught me how to be a leader with integrity," Wright said. "They showed me that if you treat people with respect they'll do the same for you."

Wright also credits his time working in both the prisons division and the community corrections division as a key to his success at DOC. His lengthy resume includes time as an Associate Superintendent at McNeil Island Corrections Center, a Community Corrections Officer at Madison Inn Work Release, Field Administrator for the Northwest Region, Community Corrections Officer at the Southeast Seattle office and more.

He was promoted to Deputy Prisons Director for Command C supervising six of Washington's 15 prisons in July 2008.

Straddling both sides of the fence provided Wright with a broader understanding of DOC.

"You get a better understanding of the challenges that both divisions face," he said. "One side's not easier than the other, you just have a different set of challenges."

Though he enjoyed his time working in community supervision, Wright says he hoped he would eventually return to the prisons' side of the agency.

"The prison setting allows you more of an opportunity to see the positive change among some offenders," he said. "It gives an offender more time to reflect on the choices he or she made that led to them ending up in prison."

When asked if working again in the prison division gives him more time for reflection he laughed and thumbed through the stack of paper on top of his desktop printer.

"Oh, no," he said with a laugh. "I've got too much going on to do too much reflecting these days."

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Leadership Profile: Ken Taylor



New Health Care Operations Director Brings Wealth of Experience to DOC

*By Maria Peterson
East Team Leader, Communications*

When you look at Ken Taylor's work experience, it's no surprise that he's successful at the Department of Corrections which has a complex health care system. His previous work in the health care field took him from child protective services to mental health care and behavioral health and from small community health care to directing statewide policy changes.

"I have mostly worked with people's health from the neck up," Taylor said. "Working at DOC gives me the opportunity to work with the whole person. This transition has been exciting for me."

Taylor started his career as a child protective services investigator in Baltimore. He worked in the housing projects and said it was a challenging job that provided a valuable learning experience.

"I worked with law enforcement, medical providers and lawyers. I learned a variety of government systems as an investigator."

He also learned that he wanted to know more about the field. Taylor went back to school and earned his master's degree in social work from the University of Denver.

After graduating, Taylor worked in for several social service organizations in Arizona and Washington.

While working in Chandler, Ariz., in the late 1970s Taylor established a domestic violence shelter for women and children called My Sister's Place. The shelter is still in operation and serves about 1,000 people each year.

"I'm very proud of that accomplishment," he said. "Especially since the shelter is still helping families in the area."

Taylor moved to the Washington coast where he worked for a mental-health center. He then held positions in Children's Administration for the Department of Health and Social Services. Before coming to DOC, Taylor was the Regional Mental Health Administrator for Pierce County.

"All the pieces have come together in this job," he said. "I've worked with the mentally-ill, the foster care system, abused women, abused children, domestic violence and behavioral health. Most of the offenders in our care have experienced one or more of those situations. In my career I've come to understand that people are people regardless of their backgrounds and we have an obligation to provide them the best care that we can."

As the Director of Health Services Operations, Taylor said his goals are to continue to provide good health care to the offenders. He also wants to advance the agency's health care system with a focus on a carefully coordinated plan. It will begin when an offender enters DOC and follows him or her through incarceration and then coordinates with community providers after the offender's release.

DOC Deputy Secretary Cheryl Strange, who worked with Taylor at DSHS, says that Taylor has a track-record of improving quality of services without compromising effectiveness. She is certain he's the right person for the job.

"Ken is an excellent administrator who has the skills necessary to implement effective changes within DOC health services," said Strange. "I feel fortunate to work with him again at DOC as the agency rises to the challenges that we face today and in the future."

Taylor said he's fascinated by the corrections field and is looking forward to tackling the challenges and enjoying the successes with the agency.

"It's hard work and long days but I'm having a blast."

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DOC Employee Spotlight



Fred Wiggins, Community Corrections Officer

By Jose Cortez
Communications Consultant

When the wife of an offender on Fred Wiggins' caseload came to him saying her husband was threatening her with a knife, Wiggins didn't take the situation lightly. Wiggins and a partner were at the offender's door within an hour but there was no answer.

"I knocked for a while and it seemed like no one was there," said Wiggins. "My partner had a hunch he was there and pulled the electrical plug on the offender's trailer."

As soon as the electricity was disconnected, Wiggins saw movement in the trailer and called the Olympia Police Department for backup. The offender was arrested for possession of methamphetamine and assault after a three-hour standoff with police snipers waiting in position.

"College can't really prepare you for this kind of job. It's something new and exciting every day and I get to go home safe at night because I have great coworkers," explained Wiggins.

Wiggins entered the corrections field two years ago after graduating from Washington State University and working in juvenile corrections as an officer and defensive tactics instructor.

"I really got my first experience working with younger offenders. I wasn't prepared for a lot of things that I saw there, but it helped me transition into the job I have now," said Wiggins.

A native of Tallahassee, Florida, Wiggins knew he wanted to get in the business of helping people from an early age. In high school he was involved in the former D.A.R.E. program and was a peer mentor to younger, at-risk children.

DOC is a perfect fit for Wiggins.

"I like all the roles we get to portray in this position," he explained. "I'm a social worker, limited law enforcement officer and rehabilitator. Any time you work with offenders in this field you never know how the day will end."

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Ruth Hanson, Community Corrections Officer



By Jose Cortez
Communications Consultant

Ruth Hanson got into corrections because she wanted to help people. So she was able to understand why one offender's family wanted to be especially involved in her supervision.

"I tried to do is make the family aware of what we do here," said Hanson. "Offenders follow the rules and take care of their business and we keep them accountable."

Hanson recently had a case in which an offender's family had complained that Hanson wouldn't allow the offender to bring in prescription medicine without proper documentation. Hanson's handling of the situation attracted praise from Field Administrator Steve Johnson. "There was some sensitivity in dealing with the health issues of the offender but I referenced DOC policy and told the family that bringing medication into a work release without documentation poses certain obvious health risks," said Hanson.

A Seattle native, Hanson received her bachelor's in Sociology from Washington State University. After college she worked in juvenile corrections in Benton and Franklin County and eventually made her way to the Yakima Community Justice Center where she started her career with DOC.

"She's great at recognizing when she needs to be a cop and when she needs to be a social worker," said Community Corrections Supervisor Rich Graziano. "She's open and holds offenders accountable which sometimes isn't easy."

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DOC Facilities



Seattle University students work with mentors and offenders from the Nulife America program at Monroe Correctional Complex to develop business plans.

Preparing Offenders for Success in Business and Life

By Joseph L. Mitchell, Impact Editor

Double Seven, LLC is the brainchild of Lloyd Cook and Keith Stevenson, two aspiring Native American entrepreneurs whose dream is to make a positive contribution to their community through success in business. Their new company will create and sell authentic, culturally sensitive Native American paintings, sculptures, limited edition prints, and clothing.

Double Seven is committed to providing Native artists with a venue to sell their products and gain recognition. The company plans to fuse native art and modern fashion into a quality brand that will satisfy the needs of private and corporate clients.

Cook and Stevenson developed the concept for Double Seven in the Nulife America Reentry Program at Monroe Correctional Complex where they are currently incarcerated. They hope to start their business when Stevenson is released from prison this spring.

Cook and Stevenson are among the eight offenders from Monroe who participate in NuLife. The program focuses on life planning with emphasis on securing employment or developing a business that will provide releasing offenders with a sustainable income.

"Most of the guys in our program are within a year of being released," said Pat Donnelly, Founder of Nulife America. "We start by teaching the

guys basic cognitive thinking. We ask them - what is your vision for the future, how do you plan to achieve it and in doing so, what is your strategy? We want the guys to be ready when they are released so when they walk through the door, everything they need to do is planned and achievable."

Donnelly started the Nulife program at the Federal Correctional Institution in Sheridan, Oregon. Sixty men graduated from his program at Sheridan.

"Fourteen active businesses came out of the Nulife classes I taught there," said Donnelly. "One now operates a highly successful restaurant franchise group."

Donnelly began his business career in the late 1960s. He started his first company in 1976, providing insurance management services to financial institutions in Alaska. Donnelly moved the company to Seattle and sold it to an affiliate of Household Financial in 1980. He then "reinvented the wheel" in 1982 and developed the same type of enterprise in Bellevue. Within six years, his company employed a workforce of 235 staff. The company was sold to Credit Life Insurance Company of Springfield, Ohio in 1988.

Donnelly started the Nulife program at Monroe two and a half years ago. The business planning class is typically taught over a 10 to 12 week period.

Donnelly said one plan that was recently developed in the class included market research, transportation and distribution plans, locations for facilities, different types of facilities, web page designs and financing sources. It was very complete, considering the resources available to guys behind the wire.

"The guys have very good ideas," said Donnelly. "Plans that have been developed at Monroe have included a home decor retail outlet, a drug treatment center, a mobile cleaning service, and a janitorial business."

In addition to learning the Nulife curriculum, selected participants in the program also work with students from Seattle University's Albers School of Business.

"Each year, we submit some of our ideas to Seattle University's undergraduate entrepreneurship program," said Donnelly, who is a volunteer mentor at the school. "If Seattle University accepts the plan, they assign undergraduate students to work with teams from my class."

Donnelly said the students from Seattle University interact with offenders face to face to talk about their aspirations and how they can help them perfect their plans.

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DOC Facilities

Preparing Offenders for Success Continued

"The students gain tremendous perspective from the experience," he explained. "They get to meet and work with real people with hopes and dreams for their future just like them."

The Double Seven inmate team at Monroe has five Seattle University students working with them to help research and perfect their plan.

"Double Seven has real potential," said Pat Donnelly. "As with most businesses, they will have to arrange for financing and support to get their enterprise up and running. But with a good plan, they will at least have a chance to be successful following release."

Donnelly says Double Seven will also be entered in the Business Planning Contest at Seattle University this spring, where the winner gets a \$10,000 award.

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From left: Seattle University students Nicholas Errico, Necole-Efua Wood, Nga (Theresa) Nguyen, Robert Brewington, Jeri Lowe, Mark Pomerantz (Seattle University staff), Harriett Stephenson (Seattle University staff), Pat Donnelly (NuLife America Sponsor), Kalchek Vladimir, Lloyd Cook, Alfred Tidmore, Keith Stevenson, Heath Blanc.

Wellness Tip – Brought to you by the Occupational Nurses at DOC

February is the month to "Make your heart your Valentine"

February - the celebrated month for Hearts - is tempered by the fact heart disease is the #1 killer in the US. While some factors are beyond control (age, race and genetics,) we can mitigate many risks by our choices.



So this February "Make your heart your Valentine"

- Monitor blood pressure. Know what yours is and control it. Protect yourself from heart attack and stroke. Read labels. Limit sodium to 2300 mg/day, take medication if prescribed.
- Eat well. Avoid saturated fats. Reach for olive oil, whole grains, vegetables, fruits, fibers -- they all help in controlling cholesterol. Re-learn what "mmm good" means.

- Move it. Don't just smell the roses, plant and fertilize them too. Walk around the block and enjoy the neighborhood. Your waistline will improve, your stress go down and your cup may become half full instead of half empty.
- Stop smoking. The only time you fail is when you quit trying.
- Limit alcohol. Not drinking alcohol at all can not harm you either.

The choices we make as we age are the most important factors, not the aging itself. So have a Wonderful Valentines Day and go for the Dark Chocolate, it really IS good for you.

Occupational Nurses - here to serve DOC employees.
For more information contact Celine Brown, RN at cmbrown@doc1.wa.gov.

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DOC Facilities



Aerial photo: Some units of the newly opened West Complex at Washington State Penitentiary house gang-affiliated inmates.

New Strategy Reduces Gang Violence in Washington Prisons

By Chad Lewis
West Team Leader, Communications

Washington state prisons saw a significant decrease in gang violence last year after the Department of Corrections began using a new strategy. While gang activity is still a significant safety concern, prison administrators say they are proud of the progress being made.

"It's something we have to stay focused on, but we're moving the dial in the right direction," Prisons Director Dick Morgan said. "Our staff deserves credit for helping make our prisons safer."

A recently released study commissioned by DOC found that "managing prison gangs has been perhaps the most difficult task facing correctional officials to date." The study was conducted by Douglas A. Orr, Ph.D., a Spokane-based researcher.

About 18 percent of Washington inmates are identified as gang members. In fiscal years 2004-2008 gang-affiliated inmates accounted for 34 percent of all major infractions and 43 percent of all violent major infractions.

"Our staff members have known for years that gang members have been the most dangerous members of the prison population," Deputy Prisons Director Dan Pacholke said. "They can tell you that if we can significantly reduce gang activity, it will have a big impact on prison safety."

The study found that the concern surrounding prison gangs is a national issue. "If you compare Washington to the other 49 states, we believe we're about in the middle," Morgan said.

Like other states, Washington has seen a significant increase in the number of gang-affiliated inmates partly as the result of an increased focus on gangs in the law-enforcement community.

"More cities have gang task forces," Pacholke said, "and if you arrest more gang members, you'll ultimately see more end up in prisons."

As of Nov. 10, 2008, the three gangs, sometimes referred to as Security Threat Groups (STGs), with the most identified members were:

- Crips 2,385
- Sureños 1,773
- White supremacists 1,389

The majority of Crips come from more urban counties in the central Puget Sound region. The majority of Hispanic gang members come from more rural counties in Central Washington.

Since 2001 the two dominant Hispanic gangs – the Norteños and the Sureños – have accounted for the majority of gang-related infractions. The gang names represent Northern ("Norteño") and Southern ("Sureño") California, where the rivalry originated in the 1960s and migrated to Washington.

In May 2008 DOC implemented a new strategy that included more closely identifying gang-affiliated inmates when they arrive at Washington Corrections Center in Shelton, which is the reception center for all male inmates. Beginning in May, DOC began housing Norteños and Sureños in separate units in Shelton, drastically reducing gang violence.

DOC also began moving problematic gang-affiliated inmates who are in close custody to a new complex at Washington State Penitentiary in Walla Walla that was specifically designed for close surveillance of high-risk inmates.

"That has taken a lot of pressure off the other prisons," Morgan said.

The new unit at Washington State Penitentiary, called the West Complex, was specifically designed for close surveillance of high-risk inmates. Opened in 2008, the West Complex features a third-generation prison design, referred to as "direct supervision."

Unlike older Auburn-style units, which have multi-tiered long rows of cells, the West Complex is more circular so that inmates can always see officers when they are inside the unit and not just when an officer passes their cells. Norteños and Sureños are housed separately in the unit.

"It's the best location for these inmates," Pacholke said.

Prisons also are using other programs to deter inmates from gang affiliations.

"All these programs are all part of a strategic plan to reduce prison violence, whether it's gang-related or not," Morgan said. "It takes a lot of coordination at a lot of different prisons and at headquarters, but we're seeing positive results."

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DOC Facilities



McNeil Island Corrections Center Passes Audit

By Joseph Mitchell, Impact Editor

The McNeil Island Corrections Center (MICC) in Steilacoom scored 100 percent on mandatory standards and 99.3 percent on non-mandatory standards in an American Correctional Association (ACA) accreditation audit that took place Jan. 26-28.

Located in Alexandria, Va., ACA is the only national organization that accredits correctional facilities. ACA standards are considered the benchmark for the effective operation of professional correctional systems.

Prisons Director Dick Morgan said the high scores affirmed the ability of MICC employees to balance the delivery of comprehensive services to offenders with maintaining prison security.

"ACA audits look at every aspect of a prison's operations," said Morgan. "The employees at MICC work hard every day to ensure this facility is well run and safe for the public, our staff and offenders."

The accreditation process includes a tour by certified ACA auditors who look at the quality and adequacy of the facility's programs, activities and services as well the responses to any violent incidents that have occurred. In addition, employees and offenders are interviewed to obtain varied perspectives of the facility's operations and quality of life.

A vote by an ACA panel on full accreditation for the prison is expected in the spring. Ten of DOC's 15 prisons have received ACA accreditation to date.

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Coyote Ridge Corrections Center Opens its Doors to the Community

**By Maria Peterson
East Team Leader, Communications**

Hundreds of people toured Coyote Ridge Corrections Center in Connell Jan 22 for an inside look at the facility's new \$230 million expansion before it opened to offenders in February.

Community members, family and friends of DOC staff and city representatives were guided through the new buildings by Coyote Ridge Corrections Officers.

"We were happy to open our doors to the community," said Superintendent Jeff Uttecht. "Our staff members worked very hard during this project and were thrilled to show their new worksite to their friends, family and neighbors."

The tours started with groups of ten, but increased to groups of 25 because of the large number of people who showed up. One tour included a bus load of criminal justice students who traveled from Spokane ITT Technical Institute.

"This was a once in a lifetime opportunity," said Andy Wilson, Chair for the School of Criminal Justice at ITT Tech. "This tour brought some real-world perspective of prison life into the classroom."

The expansion adds 2,048 new medium-custody and long-term minimum-custody prison beds to the DOC system. These new beds combined with the existing 600 minimum-custody beds make Coyote Ridge one of DOC's largest correctional facilities. The open house included a tour of the new housing units as well as the segregation building, kitchen, programs building and visitation/receiving building.

The expansion was the largest non-Department of Transportation construction project in the state. To support our state's commitment to sustainability, the construction was designed to receive at least a silver rating for the Leadership in Energy and Environmental Design (LEED) standards.

Offenders who will reside in one new unit arrived the first week of February. Two other units are expected to come on line this spring.

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DOC Facilities



Agustin Escobar, psychiatric social worker and reentry specialist in the Special Offenders Unit and Ann Edington, the Mental Health Ombuds for Thurston and Mason counties.

Reentry in Action

By Joseph Mitchell, Impact Editor

Agustin Escobar and his team at Monroe Correctional Complex recently used an innovative approach to assist a developmentally-disabled offender with substance abuse and mental health issues.

Escobar is a psychiatric social worker and reentry specialist in the Special Offenders Unit (SOU) at the Monroe Correctional Complex. He works with dangerous, mentally-ill and seriously mentally-ill offenders who have completed their prison sentences and are ready to be released into the community.

Escobar coordinates with members of the SOU internal risk management team to ensure these offenders are safely transitioned to the community and provided with appropriate rehabilitative services. The team is comprised of a psychiatrist, psychologist, mental health and classification counselors, support staff and unit supervisory staff.

"We collaborate with the offenders, their families, community based providers of mental health services, health care providers and other stakeholders to provide support that will reduce the offender's risk of re-offending," said Escobar. "Our success depends on the combined efforts of everyone on our transition team including our partners in the community."

The offender was due to complete his prison sentence. His family was concerned that mental health services would not be in place before he was released. They contacted Ann Edington, the Mental Health Ombuds for Thurston and Mason counties.

"Staff from Behavioral Health Resources (BHR) in Olympia had to conduct a face to face interview to complete an intake assessment for this offender," said Edington. "The purpose of the assessment was to identify the services he would need. We wanted to have a plan in place for him before he arrived home in Thurston County."

"Unfortunately, budget constraints restricted the BHR staff from traveling to Monroe and it didn't make fiscal sense for the offender and facility staff to make the round trip here," Edington explained.

Edington contacted Escobar to discuss what the prison and the community could do to together to solve this problem for the offender and save the taxpayers money.

"I asked Mr. Escobar if it was possible to conduct the intake assessment using video teleconferencing," said Edington. "That way, everyone could talk face to face without having to be in the same room."

Escobar obtained approval to schedule the assessment in the video teleconference room at DOC headquarters. Edington along with the assessment staff from BHR conducted the interview from DOC headquarters while Escobar, the facility transition team and the offender remained in Monroe.

The intake was completed Jan. 14. The offender was discharged Jan. 21 and is now receiving mental health services.

"The Department of Corrections was more than gracious and accommodating," said Edington. "Although this was the first time an intake assessment was conducted this way, the agency handled it very, very well."

"Video teleconferencing could be a valuable tool for transition and release planning, especially when dealing with rural communities," said Escobar. "The success of reentry depends not only on state government, but on the active support of community agencies and leaders. This is a great example of what happens when we all work together."

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DOC in the Community



Tracey Waring at St. Andrew's Clothing Closet

Former Pine Lodge Offender Determined to Help Other Women Succeed After Prison

By Maria Peterson
East Team Leader, Communications

When Tracey Waring speaks to college classes as a reentry expert she starts with a discussion about what an offender looks like, not mentioning that she was an offender herself not long ago.

"We talk about that for a few minutes and when the time is right I show them my picture, my prison ID badge," said Waring. "That really makes an impact about the stereotypes people face when they release from prison."

Waring was released in 2005 after serving a two-year sentence at Pine Lodge Corrections Center for Women. Since then she has worked tirelessly to educate people about what offenders need in order to be successful when they transition from prison back to their communities.

"So often when people think of reentry, or transition of offenders, they miss the little things," she said. "My biggest concerns were that money would change and I would forget how to drive while I was in prison. Some of the women in prison with me had never used an ATM or an automatic faucet or a microwave. Offenders need more than housing and a job to be successful."

To help more women who are released from Pine Lodge succeed, Waring started a program that provides offenders nearing their release with two outfits, a coat, shoes, a purse, undergarments and hygiene packs. Since 2006, the program has given outfits to 256 women.



Graduation Day August 2008

"Tracey is an example of why I've been in the corrections field for 30 years," said her former counselor at Pine Lodge, Donna Sutton. "I'm just in awe of what she's accomplished."

Waring said she set goals for herself when she entered prison. She looked at the classes and treatment offered by the Department that she could use to improve herself. She

took computer classes, transition workshops and group support classes and tutored other offenders. She said the staff at DOC saw her as a person, not just an offender.

"It's amazing how being treated with respect and courtesy can change you," she said. "I went after the life that I wanted after release, not the one that was expected for me."

Waring has been an overachiever since her release. Using the college credits she earned from her IT classes Waring went to Eastern Washington University. She earned her way into four honor societies, became a McNair scholar, earned the Francis B. Huston Medallion from EWU and was recognized as DOC's 2008 volunteer of the year. She graduated Magna Cum Laude in August. She's now working on her master's degree and hopes to start a nonprofit organization to support all women in transition, not just those releasing from prison.

"I guess in some ways I am making up for lost time," she said. "I can never make it up to my victim, but I can make it up to the community by doing well and living a positive life."

While DOC staff members and offenders praise Waring's efforts, Waring herself remains modest.

"I guess we don't always hear the success stories," she said. "But there are many of us living in the community, doing well, leading normal lives. I'm not the only one. Hopefully the community can learn to be open to the possibility that people can and do change."

The clothing project started by Tracey Waring is called the GOAL Clothing Closet. For information about the project go to www.thegoalproject.org.

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DOC in the Community



*Snow in Spokane:
Offenders under community supervision, led by Community Corrections Officers, shoveled some of the record-setting snowfall in the Spokane area.*

Offender Work Crews Pitch In During Flooding, Heavy Snowfall

By Chad Lewis
West Team Leader, Communications

Offender work crews led by the Department of Corrections assisted emergency crews and communities across the state with flooding and heavy snowfall last month.

From sewing, filling and stacking sandbags in the West to shoveling record-setting snowfall in the East, DOC staff members and offenders worked alongside community members.

"This is something our staff and inmates enjoyed doing," Secretary Eldon Vail said. "Our staff members got to help their neighbors during an emergency, and offenders lined up for the opportunity to give back to the community. This was good for everybody."

Offender crews on both sides of the Cascades were in the community:

- **Snohomish County:** Work crews from Monroe Correctional Complex filled sandbags and provided them to residents. Crews worked with Stanwood and Snohomish County fire departments to help prevent flooding. Another crew assisted with flooding in Arlington.
- **Spokane:** Offenders from Airway Heights Corrections Center and Pine Lodge Corrections Center for Women helped uncover buildings that were buried under snow. Airway Heights had three crews working in Cheney and three others clearing schools. Offenders under community supervision and their DOC officers



*Sandbagging in Snohomish:
Offender work crews from Monroe Correctional Complex filled sandbags and helped prevent flooding in Snohomish County.*

cleared sidewalks for elderly and homebound residents and dug out schools and community centers.

- **Thurston County:** Three work crews from Cedar Creek Corrections Center filled sandbags for local residents. The staff members and offenders filled sandbags for about 13 hours on one day and about 10 hours on another. Inmates at Cedar Creek filled an additional 300 sandbags that were available to residents.
- **Walla Walla:** Offenders at Washington State Penitentiary prepared about 16,000 sandbags. It also had works crews on standby to assist during the winter storm.
- **Pacific coast:** Olympic Corrections Center near Forks had work crews on standby to assist with flooding along the coast.

Staff and offenders in both prisons and in community supervision helped Spokane residents hit by nearly 80 inches of snow that fell. Offenders from Airway Heights prevented roofs from collapsing at Liberty Elementary School where 20 pounds of snow landed on some spots.

"It was very impressive to see the amount of work these guys did," Liberty School District Superintendent Bill Motsenbocker said after watching an offender work crew uncover a local school.

Offenders under community supervision in the Spokane area cleared ice and snow piles from drains to prevent flooding. Catholic Charities provided the local DOC office with a list of 65 addresses of elderly or disabled residents who were unable to shovel snow.

"We help the community throughout the year," Community Corrections Officer Lonnie Tortorelli of Spokane Community Justice Center said. "Helping during a snowstorm like this is just another way we try to give back."

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Service Anniversaries



Frederick Entze and Alyce Payne celebrating 35 with DOC.

DOC Employee Service Anniversaries for January 2009

35 Years of Service

- Frederick Entze, Corrections and Custody Officer 2
- Alyce Payne, Deputy Director, Command B

30 Years of Service

- Randy Emery, Construction and Maintenance Project Supervisor
- Donald Holevinski, Classification Counselor 3
- Oliver Hunter, Corrections and Custody Officer 3
- Kenneth Jurgensen, Corrections Specialist 3
- Wanda McRae, Superintendent, Mission Creek Corrections Center for Women
- Michael Watkins, Health Care Manager 2

25 Years of Service

- Michael Alexander, Corrections and Custody Officer 2
- Audrey Breese, Correctional Unit Supervisor
- Joni Brown, Community Corrections Assistant
- Douglas Kennedy, Corrections and Custody Officer 3
- Barbara Rosengren, Corrections and Custody Officer 2
- Megan Smith, Human Resource Consultant 3
- Diane Thornlock, Cook AC
- Karl Wickizer, Community Corrections Officer 2

20 Years of Service

- Don Blumberg, Corrections and Custody Officer 2
- Sharon Carroll-Nilson, Corrections Specialist 3
- Kimberly Isham, Industries Specialist 2
- Mary Leftridge-Byrd, Assistant Secretary for Offender Programs
- Madeline Neff, Dietician 1
- Claudia Sanchez, Corrections Specialist 3

15 Years of Service

- Landon Adams, Corrections Specialist 4
- Bobby Baker, Health Care Manager 2
- Carey Belshaw, Classification Counselor 3
- Wendy Bitton, Correctional Records Technician 2
- Michael Edwards, Maintenance Mechanic 4
- Baxter Fraser, Heavy Equipment Operator Supervisor
- Randy Henry, Cook AC
- John Kildall, Construction and Maintenance Project Supervisor
- Juliann McBride, Community Corrections Officer 3
- Kimberly Metzger, Corrections and Custody Officer 2
- David Prock, Corrections and Custody Officer 2
- Carol Redfield, Information Technology Specialist 5
- Keith Schick, Corrections and Custody Officer 2
- Tina Rosemore, Corrections Specialist 3
- Donna Sutton, Classification Counselor 2
- Edward Wingert, Correctional Industries Supervisor 2

10 Years of Service

- Katrina Avent, Correctional Unit Supervisor
- Michelle Baldwin, Community Corrections Officer 3
- Jeffrey Berry, Corrections and Custody Officer 2
- Jonathan Bishop, Corrections and Custody Officer 2
- Rick Borkenhagen, Corrections and Custody Officer 2
- Edward Conway, Corrections and Custody Officer 2
- Lorraine Crevier, Correctional Records Technician 1
- James Dunleavy, Truck Driver 2
- Rosemary Fitzer, Licensed Practical Nurse 2
- Patricia Gleason, Office Assistant 3
- Donna Gober, Industries Manager 4
- James Goodwin, Corrections and Custody Officer 3
- Scott Harris, Industries Manager 3
- Bryan Heistand, Corrections and Custody Officer 3
- Lynne Hudson, Community Corrections Officer 3
- Jerilee Johnson, Local Business Advisor
- Troy Jones, Corrections and Custody Officer 2
- Susan Komberec, Fiscal Analyst 1
- Kenneth McKenney, Correctional Lieutenant Supervisor
- Kim Nix, Community Corrections Officer 3
- Kasey Nolan, Classification Counselor 3
- Jeffrey O'Donnell, Classification Counselor 2
- Andrew Pearson, Corrections and Custody Officer 2
- Linda Schoonover, Office Assistant 3
- Robert Seed, Stationary Engineer 2
- Sally Simmons, Corrections and Custody Officer 2
- Joseph Smith, Corrections and Custody Officer 2
- Sherry Smith, Executive Assistant
- Leeann Stelter, Classification Counselor 3
- Audrey Summers, Office Assistant 3
- Kevin Swope, Community and Custody Officer 3
- Kathlene Tuengel, Medical Transcriptionist 2

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Mission, Vision and Statement of Values

Mission Statement

The mission of DOC is to improve public safety.

Vision Statement

Working together for safe communities



Airway Heights
Corrections Center
Honor Guards

Statement of Values

We Value

Staff as our greatest asset

We are committed to the personal and professional development of our staff, and actively seek staff involvement and a shared sense of commitment and service at all levels.

Professionalism and quality of service

As correctional professionals, we demonstrate our commitment through competency, accountability, ethics, and pride in work.

A safe, healthy work environment

We are committed to providing a safe and healthy environment for staff and offenders.

Respect for individuals

We recognize the diversity of individuals and their contributions, and we strive to treat all people – offenders, staff, and public – with dignity and understanding.

Clear, open, honest communication

We encourage communication that promotes unity, productivity, and understanding.

People's ability to grow and change

We acknowledge that people – offenders and staff – have the need and ability to grow and change and we support their endeavors.

Community interaction

We encourage positive interaction with the community as we strive to promote public safety, community protection, and public understanding.

This Statement of Values was developed by our employees to clearly articulate the principles that guide our behavior and the vision that will shape our future.

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