

# IMPACT

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## A Message from the Secretary



*Eldon Vail, Secretary  
 Department of Corrections*

As I write this, newspapers and TV stations across Washington are covering the senseless death of Alycia Nipp, a 13-year-old girl who was found dead Sunday morning February 22 in Clark County. There is no other way to describe such a loss except heartbreaking.

The Clark County Sheriff's Office arrested Darrin Sanford, a Level 3 sex offender, who was under supervision out of our West Vancouver 2 office. Detectives told us that the evidence used for the probable cause was largely based on GPS tracking information provided by local DOC staff members.

A quick review of Sanford's case file indicates that he had been compliant up to and after the murder occurred. Sanford reported daily to his Community Corrections Officer as required. He had not tampered with his GPS locator and he paid restitution. His two most recent urinalyses were negative.

I realize that using GPS locators increases the workload for our field staff, but this case is proof that it is time well spent. Detectives interviewed Sanford as a person of interest

**"I am proud to be part of this profession. I am proud to work in this agency."**

and did not find any cause to arrest him. It was not until after the community corrections staff provided detectives with tracking information that they had enough evidence to make the arrest.

One of the things I admire most about this agency is how deeply and compassionately we feel for the victims of crime. These losses touch each of us and leave us all saddened. This speaks to the character of our staff and renews our commitment to the work of improving community safety.

Sometimes our mission of improving public safety is manifested in our efforts to help offenders learn new skills so they can turn their lives around and live crime free in our communities. At other times we are charged with helping crime victims see that justice occurs. We are good and getting better at both of those sets of skills.

I am proud to be part of this profession. I am proud to work in this agency.

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](mailto: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: Lynne DeLano



### New PREA Administrator Advocates for Humane Treatment of Offenders

*By Joseph L. Mitchell*  
*Impact Editor*

In April 2006 Lynne DeLano left her job as Assistant Deputy Secretary in the Prisons Division, a position she held since November 1999, to fulfill her life long dream of working in the Peace Corps. She and her husband served in Romania. She had just returned home to Olympia when Secretary Vail called and asked her to come back to DOC and take on the job of administering the agency's Prison Rape Elimination Act (PREA) program.

"I worked with PREA before I left DOC and have a lot of interest in that area," said DeLano. "I have been a long-time advocate of humane treatment for offenders, to treat others as I want to be treated. The fact that some offenders are sexually assaulted by other offenders and staff while serving sentences under our jurisdiction is unacceptable."

DeLano leads the PREA special investigations team, a unit which she helped to create in 2005. She wrote the agency's PREA grant application in 2004 and was successful in obtaining \$2 million in federal and state matching funds to start the program at DOC. The grant

allowed collaboration with the Juvenile Rehabilitation Agency at DSHS and with the Washington Coalition of Sexual Assault Programs. A portion of the grant was also used to train county jail personnel about PREA and local prosecutors about prosecuting PREA-related offenses.

Before DeLano began her first stint at DOC in 1999, she spent three years in Turkey and Italy, during which time she taught criminal justice classes for the University of Maryland. Prior to that, she was Vice President for Community Corrections at Pioneer Human Services in Seattle.

DeLano worked for the South Dakota Department of Corrections from 1976 to 1995 and served as Secretary from 1989 to 1995. During her tenure in South Dakota, she also served as superintendent of the Women's Correctional Facility and was subsequently appointed as superintendent of the Springfield Correctional Facility - now the Mike Durfee State Prison. That facility was formerly a vocational-technical college that was closed by the South Dakota state legislature in 1984 and converted into a prison.

"Being a superintendent is like being governor of your own little state," said DeLano. "It was one of my most satisfying jobs."

DeLano says she had to battle subtle and not so subtle sexism in her career and credits much of her success to having strong women as role models while she grew up in the system. Some of her early mentors were Superintendents Susan Hunter in Iowa, Judy Uphoff in Wyoming and Jackie Fleming in Minnesota. DeLano says they taught her to talk with peers and colleagues when she needed help, to hang in there and persevere.

"Overall I have been extremely lucky, but I also worked very hard and sometimes it just seemed like I was in the right place at the right time," said DeLano. "I don't think I could work at a regular company or desk job. Corrections work is so varied with many challenges and opportunities. I find my work extremely rewarding, always interesting and I've met and befriended some great people along the way."

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## Leadership Profile: Eleanor Vernell



### Eleanor Vernell Was a Pioneer for Women at DOC without Realizing It

*By Chad Lewis  
West Team Leader, Communications*

In 1984 when Eleanor Vernell was among the first female correctional officers to work directly with inmates at Washington State Penitentiary she didn't think of herself as a pioneer.

At the time she was more concerned about her safety.

"I remember during the training seeing videos of riots and pipe bombs and thinking, 'Is it too late for me to get my old job back,'" said Vernell, who now is the Field Administrator for community corrections in Pierce County.

Many of the male correctional officers at the time voiced their concerns about working alongside a woman.

"They were worried that a woman wouldn't be able to watch their back if something happened," Vernell said. "They thought we would be too emotional, that we would cry if one of the other officers started cursing."

But there were some correctional officers who helped Vernell during her first days. Gary Hilyard, who has since retired, took Vernell under his wing.

"He took the time to show me around and make me feel more comfortable," she recalled. "Gary was the reason I stayed in corrections."

Vernell worked at the Penitentiary until 1988 and then transferred to the Twin Rivers Unit at Monroe Correctional Complex. In 1991 she was promoted to sergeant and was transferred to McNeil Island Corrections Center where she worked for 15 years.

In April 2006 she transitioned to the community corrections division when she became a Field Administrator in King County. At first a lot of her staff members wondered how someone who had only worked in prisons could lead community corrections staff.

"That was something I heard a lot early on," Vernell said. "But they were also fascinated to learn about what it's like to work in a prison. I was kind of surprised to see how interested they were in my old prison stories. And my experience gave me a better overall view of the agency, so in some ways it's been a positive."

Regional Administrator Armando Mendoza says one of Vernell's biggest achievements has been improving the agency's relationships with the local community, including the Pierce County Jail, the Law and Justice Council and city and county leaders.

"She really worked hard to get out there in the community, meeting people, putting a face on DOC so we're not just this intimidating state agency," Mendoza said. "We have a much better relationship with the Pierce County community, and Eleanor deserves a lot of the credit."

Though she enjoyed her 22 years working in prisons, Vernell says she quickly came to appreciate community corrections, primarily because of her staff.

"Sometimes I'll ask one of my community corrections officers why they want to work here," she said. "Ninety-nine percent of the time their answer is - because I think I can make a difference."

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## Leadership Profile: Hisami Yoshida



### Superintendent Promotes Positive Changes for Inmates and the Community

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

Cedar Creek Corrections Center staff members work with a simple motto created under the current leadership of Superintendent Hisami Yoshida, “We make positive change happen.” And Yoshida believes this motto applies for all DOC staff members.

“I truly believe the work we do in corrections is some of the most meaningful work there is to do,” Yoshida said. “Every day we make a difference in someone’s life, and that’s why I’ve been here so long.”

Yoshida started working for DOC in 1990. She soon learned that her work in the agency tied directly to some of the main passions in her life including diversity and women’s issues in the workplace.

“I’ve been allowed to weave that passion into the work I do,” she said. “I’ve been able to help move the issue of diversity and gender in the workplace forward and challenge people to think about things in a different way.”

As the first Asian American woman Superintendent in the state, Yoshida acknowledges the work the department has put into supporting diversity.

“I love to see the progress that has been made over the last 10 years,” she said. “There once was a reluctance to discuss diversity at all. Today we can talk about it openly and have constructive discussions about how we can improve.”

Yoshida is involved in five different nonprofit boards and committees, including the Japanese American Citizens League. According to Deputy Prisons Director Alice Payne, Yoshida is humble about the awards and accolades she has received for her community service.

“Still waters run deep with Hisami,” said Prisons Deputy Director Alice Payne. “She is very involved in her community and she participates because she’s dedicated to the causes she supports, not to get attention. That is very noble and a sign of a great leader.”

Yoshida, who is an avid gardener and hasn’t had garbage service at her house since 1984, is thrilled to be the Superintendent at Cedar Creek where there is an emphasis on sustainability. The minimum-security prison operates several sustainability programs including gardening, bee keeping, composting, recycling and water conservation.

It’s another part of her work that ties back to her life’s passions.

“What we do physically in the world affects everybody and the more sustainable we can become and the less damage we do in the environment the more we’re helping in general,” she said. “It’s another way we make positive change happen. Not just for the offenders, but for our communities, our co-workers and our world.”

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## DOC Employee Spotlight



### Sherry Jones, Executive Secretary

*By Jose Cortez  
Communications  
Consultant*

In her almost 25 years with the agency, Sherry Jones' favorite part of working for DOC is being the entry point for offenders and their families.

"I have always loved working with families and offenders as it allows you to actually see the positive changes and the differences that you have helped to make," explains Jones.

From the Helen B. Ratcliff Work Release she promoted to a secretary supervisor and eventually worked her way up

to her current position as Executive Secretary to Earl Wright, Deputy Director, Prisons Division.

A Seattle native, Jones started her career in public service with the Department of Social and Health Services, a platform that would eventually lead her to DOC. Jones remembers the excitement of being transferred from the pre-sentence unit in 1988 to the first all-female work release in Seattle.

"I enjoy my position and the responsibility that goes along with it," said Jones. "Although working in work release is a much smaller scale than the Division of Prisons, I like seeing the impact we make first hand. We acknowledge that people have the need and ability to grow and change and we support their endeavors."

"Being the first voice that the public often hears when calling about their family members or loved ones is something special," Jones said. "Taking the time to listen to their concerns and encouraging communication that promotes unity, productivity and understanding is what we're all about."

Outside of DOC, Jones likes to spend time with her family and work with the youth in her church.

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### Maria Linares, Correctional Officer

*By Jose Cortez  
Communications  
Consultant*

When Maria Linares discovered an inmate had cut her throat in her cell, she didn't panic. She called for help and the inmate survived.

As a relatively new officer at the time, she credits the experience with helping her realize the importance and weight of her job.

Linares loves the challenge of being a correctional officer. For her, working at DOC is a way to help others while also enjoying the benefits of a challenging career.

Linares came to the United States from Queretaro, Mexico. After graduating college with a degree in social psychology, she volunteered to be part of a research group

at a university for a doctor who was studying immigration in the United States.

The study led Linares to Alaska where she worked on a commercial fishing boat. Only 5 hours out to sea in her new job, she learned that she had boarded the wrong boat. The captain was so impressed with Linares that he offered her a job.

Eventually, Linares came to Washington in search of a more challenging career. At a career fair, Linares met Officer Patricia Timbrook who was recruiting for Washington Corrections Center for Women. She was hired shortly after.

Now as an officer in the Treatment and Evaluation Center at Washington Corrections Center for Women, Linares says she still loves the unpredictable work of being an officer. The Treatment and Evaluation Center houses offenders who may have medical, mental or behavioral issues.

"I love the challenge of working in the TEC Unit," said Linares. "There is always something new and different every day. You have to be prepared for anything to happen."

A native of Michoacán, Mexico, Linares loves to travel. Some of her favorite destinations include Cairo and Oaxaca.

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## DOC in the Community



*DOC and Liquor Control Board Employees at graduation*

### DOC, Liquor Control Board Employees Graduate Basic Law Enforcement Academy

**By Jose Cortez  
Communications Consultant**

Four community corrections specialists recently graduated from a 12-week program at the Basic Law Enforcement Academy.

The academy brought employees from the Liquor Control Board and the Department of Corrections together to provide recruits with the basic knowledge and skill necessary for safe, proper and effective law enforcement service

The DOC employees graduating, all Community Corrections Specialists assigned to the Community Response Units (CRU), included Scott Lee, Martin Williams, Jeff Sargent, and John DeGroat.

Regional Administrators Anne Fiala and Armando Mendoza attended the event as well as families, friends, DOC CRU members, and various law enforcement partners.

Assistant Secretary Karen Daniels was invited as a guest speaker and spoke about her experiences at the FBI National Academy in Quantico, Virginia, as well as the importance of a good attitude, clear expectations, professionalism and being a positive influence on others. Class speakers noted the liquor control employees

thought the specialists worked in prison and knew little about community corrections, while the specialists thought the liquor control employees worked in liquor stores. Each discovered that they were more alike than different, and shared the goal of keeping the community safe.

Academy instructors related to DOC administrative staff that the DOC officers were very knowledgeable and helpful in all aspects of the academy training. DOC officers arrived early and worked after class to assist and mentor their Liquor Control classmates, particularly with defensive tactics and firearm qualifications.

“This academy was a huge commitment and sacrifice lasting 12 weeks. They were away from their families during the holidays and had to endure snowstorms and floods, but they persevered with flying colors,” said Regional Administrator Armando Mendoza. “One specialist was married just one week prior to having to leave for the Academy.”

Special awards were presented by TAC Officer Dee Johnson. Scott Lee was awarded Academic Achievement and Best Overall Officer in all Categories, and John Degroat won the Marksmanship Award.

The ceremony concluded with the graduates receiving their certificates and badges.

A special thank you and recognition is extended to Administrative Assistant Jeanne Huntley at CCD Headquarters for her contributions in making this BLEA LA2 so successful. Jeanne was in constant communication with the Training Commission staff and did an excellent job in coordinating all the details of the Academy, including tuition funds, uniforms, equipment, food and hotel rooms.

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## DOC Facilities

### New Dog Program at Stafford Creek a Low-Cost Way to Affect Inmate Behavior

**By Chad Lewis**  
*West Team Leader, Communications*

It was a trial run at Stafford Creek Corrections Center when three dogs from a local animal shelter were guided around the facility.

Within minutes of seeing the dogs – two Labrador retrievers and a beagle – several inmates had tears well up in their eyes. The beagle became so excited from all the affection it received that it began to hyperventilate.

“It was remarkable to see,” Classification Counselor Loren Taylor said. “I had read about what a positive impact dogs can have on inmates and vice-versa, but to actually see it in person was really powerful.”

That positive impact is the goal of a new dog program here at Stafford Creek. A nonprofit organization was chartered in December, inmates and staff members have built kennels and dog houses and the first paws are expected to hit the ground during the first week of March.

Inmates will care for and train dogs that are not obedient enough to be adopted from animal shelters in Grays Harbor County. After eight to 12 weeks, the dogs should be ready for adoption straight from the prison without having to return to animal shelters. A similar program at Washington Corrections Center for Women has received national recognition for its success.

“Any prison that has a dog program will tell you how beneficial it is,” said Deputy Prisons Director Dan Pacholke, who laid the groundwork for the new program in 2008 while he was Superintendent at Stafford Creek. “It helps with inmate behavior, it teaches them about compassion, and it’s great for the community.”

Taylor, who coordinates with local animal shelters, says research shows that dog programs have a therapeutic benefit for inmates.

“A lot of inmates have never had this type of responsibility and sense of empathy before,” she said. “And an inmate in the program will work hard to stay out of trouble because they know they’ll lose their dog if they do.”



*Michael Morales, left, and Tom Gairns, inmates at Stafford Creek Corrections Center, pet Remington, a beagle that visited the prison which will soon start a new dog-training program.*

The program does not require any taxpayer dollars. Prison staff members helped to establish a nonprofit organization, Pawfect Connections, which will host fund raisers to buy food, treats and toys and will arrange for adoptions.

The goal is to eventually have about 30 dogs in four minimum-security units at Stafford Creek. The dogs will graduate from the program and will be replaced by other dogs from local animal shelters.

More than 120 inmates applied to join the program before it starts. Sgt. Tim McCandless took part in the screening process and was impressed by many of their responses.

“We asked them why they wanted to be part of a dog program, and lot of them talked about how they’ve taken so much from society over the years and how this gives them an opportunity to give something back,” McCandless said. “This really means a lot to them.”

Dogs that are identified as particularly skilled will be sent to Washington Corrections Center for Women for training as service dogs for the deaf and blind. Eventually Stafford Creek hopes to be able to train service dogs as well.

“This is a great program on a lot of levels,” Stafford Creek Superintendent Pat Glebe said. “It will help modify offender behavior; it spares a dog that wouldn’t be adopted otherwise, and at no expense to the taxpayers. These types of restorative justice programs are good for the facility, offender and the community.”

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## DOC Facilities



Scott Holder COACH Program Administrator



Student corrections officer practicing a pat search in a training class.

## COACH Program Ensures Professionalism and Integrity

By Joseph L. Mitchell, Impact Editor

The Corrections Officer Achievement (COACH) Program is a year-long, comprehensive, on-the-job training program for new corrections officers working for the Department of Corrections. COACH is intended to build competence and fluency in the core skill set of new officers by providing structured supervision and job coaching in key performance areas.

Under the supervision of correctional sergeants and with the coaching of experienced corrections officers, new officers gain proficiency in the performance of operational tasks and develop the use of judgment, verbal communications, self-motivation, self-confidence and interpersonal sensitivity.

“COACH helps to ensure our new corrections officers behave in a manner that represents the agency’s goals and values and demonstrate high professional and ethical standards,” said COACH Program Manager Scott Holder. “The program also contributes to the development of leadership and supervisory skills for our correctional sergeants and job coaches.”

Holder says the COACH on-the-job learning model is designed to progressively move new officers in four stages from familiarity to competence, fluency and mastery. The new officer is assessed to determine their proficiency at performing specific job tasks at different stages on the learning model.

“Our goal is to help them integrate their entire skill set to generate effective and creative ways to accomplish performance outcomes,” said Holder. “We want them to

develop the capacity to demonstrate judgment and critical thinking in responding to in any situation.”

Upon successful completion of the COACH program, new officers receive 30 college credits which may be applied toward a one-year Correctional Specialist certificate or an Associate of Applied Sciences (AAS) degree offered through Peninsula College. Correctional sergeants receive four college credits and are certified as a professional/technical instructor through the State Board for Community and Technical Colleges. Correctional officers who serve as job coaches gain experience as lead workers in analyzing performance issues and providing developmental feedback to support the performance of their peers.

Since 1997, 3,266 Correctional Officers have completed the entire COACH Program and more than 85,262 college credits have been issued to staff members for the completion of COACH. In April 2002, Governor Gary Locke recognized the COACH Program and its team members in the 18th edition of Governing for Results for their efforts to improve the quality and efficiency of state services.

“We are considered to have the top correctional officer training program in the country,” said Holder. “I get calls from different states wanting to replicate what we do in Washington. We try to help other states identify how to develop programs that are relevant to them based on their policies and processes.”

The DOC COACH Team consists of Holder, 12 COACH Specialists, and Curriculum Specialists from the DOC Performance Institute. Holder said the team continuously works to improve the program’s effectiveness and integration into facility operations by working on major updates to the curricula, providing enhancements to the documentation and tracking systems and working with facility staff for program improvements.

DOC COACH Team Members include Bill Allinger, Page Blanton, Bill Brown, Laura Deckard, Julie Fischer, Scott Holder, Ken Jennings, Pete Maxson, Mary Miller, Jeff Perkins, Steve Seely, Kathy Sharp, and Scott Svoboda.



Student corrections officer practicing ankle-waist restraints with class instructor. [Home](#)

## DOC in the Community

### Pierce County Officers Rescue Residents from House Fire

By Chad Lewis  
West Team Leader, Communications

Kelly Plamondon admits she's nosy.

A few weeks ago when she and fellow Community Corrections Officer Chris Garwood were driving through Lakewood in Pierce County, Plamondon noticed smoke rising nearby.

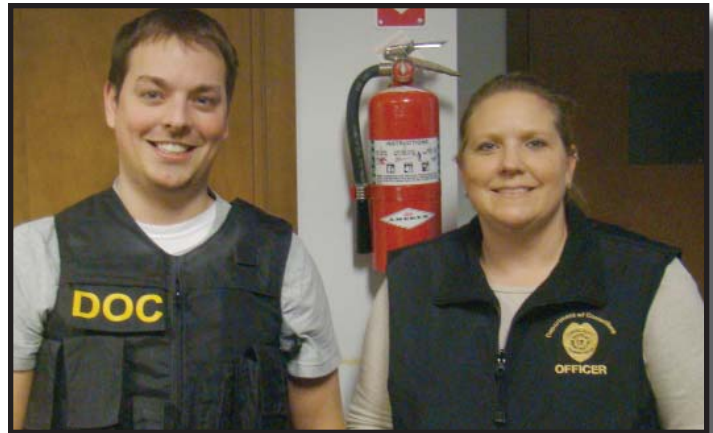
"I told Chris, 'Hey, let's go see what that's about,' thinking maybe we'd see a bunch of fire trucks and police officers or something," Plamondon said.

They actually had stumbled upon a raging house fire, and there were no fire trucks or police squad cars anywhere. They were the first ones on the scene of a duplex fire where none of the residents spoke fluent English.

One woman was trying to put out the fire with a garden hose, a futile and dangerous attempt since flames were coming out of the windows. Plamondon struggled to pull the woman to safety.

Garwood, meanwhile, checked on the other side of the duplex. No one answered the door when he knocked, so he knocked on the window instead. A woman came to the door, unaware that she was in danger.

Lakewood firefighters arrived shortly afterward, but the duplex was too far gone to salvage. Thanks in large part to the two



*Pierce County Corrections Officers Chris Garwood, left, and Kelly Plamondon were the first ones to assist Lakewood residents with a home fire.*

Community Corrections Officers, no one was injured.

Plamondon said while it was a struggle to keep the woman away from her home, she felt empathy for her situation. "All she could do was scream as she watched her life go up in flames," Plamondon said. "It was really emotional."

Garwood, who has since been nicknamed "Firewood" by his coworkers, has only been a Community Corrections Officer for about six months.

"It was definitely the most exciting day on the job so far," he said. "There's this moment when you realize that you're the only one there in a position to help. There's no one there to tell you what to do, you just find your way and do what you can do to help."

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



### March, in Like a Lion And Out Like a Lamb!!

The beginning of spring and warmer weather create more opportunities for better health and wellness. Although wind and rain may be a deterrent for outdoor exercise, our weather is perfect for planting and harvesting the first produce of the season. It makes perfect sense that March is National Nutrition Month.

Fresh asparagus and strawberries are harbingers of the wonderful variety of fruit and vegetables available to residents of the Pacific Northwest. Farmer's markets are a great resource for fresh local produce. Some are open year round,

others are soon to be up and running. To find your local farmer's market, go to: <http://www.wafarmersmarkets.com/>

According to the Center for Disease Control, almost everyone needs to eat more fruits and vegetables. The benefits of eating a wide variety are well documented. Fruits and vegetables have a protective effect against chronic diseases, help in weight management, are easy to eat while on the go and are a natural source of energy. Try to include a wide variety in your daily diet. Eating the "colors of the rainbow" ensure a wide range of essential nutrients.

For information about fruit and vegetable serving sizes, recipes and benefits, go to: <http://www.fruitsandveggiesmatter.gov/>

Occupational Nurses—here to serve DOC employees. For more information contact Mary Blanchard, MN, RN, COHN-S at [mwblanchard@doc1.wa.gov](mailto:mwblanchard@doc1.wa.gov)

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## DOC in the Community

### Tiffany Salese - Breaking the Cycle for My Children

By Joseph L. Mitchell, Impact Editor

When Tiffany Salese was released from the Washington Corrections Center for Women in December 2004, she had taken advantage of all the programs offered by the facility to help her successfully transition back into the community.

"I tried to turn myself around and get all the training I could while I was there," said Salese, a 39 year-old mother of three. "I completed my GED, took some college courses, learned basic computer skills and got some therapy."

Tiffany had a desire to change, but the community resources she needed to sustain herself after being released from prison were not available.

"I wound up being homeless," she said.

In November 2005 Salese sought help from the Tacoma Rescue Mission, a Christian faith-based organization that provides emergency food and shelter to the homeless as well as self-sufficiency and prevention programs designed to help lift people from poverty and addiction. Tiffany entered their family shelter and soon after was accepted into one of the mission's transitional housing programs.

"I took every course that was offered, I volunteered my time and I met people who supported me," said Salese. Marlene Hamilton, Tacoma Rescue Mission Director of Women's Ministries became one of Tiffany's mentors.

"Tiffany didn't go for the mundane and ordinary," said Hamilton. "She threw her whole spirit into it. She was like a sponge soaking up encouragement and direction for her life and accepting what she was taught about leadership skills, people skills, being a mom and being a friend."

Tiffany was encouraged to apply for a shift supervisor position at the family shelter. She was hired and began to work her way up. Tiffany recently became Assistant Director of Tyler Square, a transitional housing and family life program operated by the mission. Tyler Square serves twenty-seven formerly homeless families who want to make the transition to permanent housing. Their services include case management, basic life skills and family literacy classes, GED testing and college preparation, health care and counseling, employment preparation, life management skills, and clean and sober living.

"I meet with clients on a one to one basis, manage the units, coordinate volunteers and work on the budget, administer



Tiffany Salese and her daughter Dakota

breathalyzers and urine analyses, and mentor women in the New Life recovery program," said Salese. "I can bring hope to the woman and families here by letting them know that if I can make it, you can make it. I feel like I am able to give back. I have a heart to help others. When I see others succeed it helps me to heal."

Last spring, Tiffany shared her story at a fund raiser for the mission's Adam Square Project, an emergency shelter, transitional housing and recovery program being developed for women. The event was attended by 1,000 people.

"I am very proud of Tiffany," said DOC Offender Grievance Program Manager Devon Schrum. "She has come a long way." Prior to becoming a program manager, Schrum was a sergeant who supervised Tiffany's living unit at WCCW. A few years after Tiffany's release, their roles were reversed and Tiffany found herself supervising Schrum's internship at the Tacoma Rescue Mission.

"I was pursuing a degree in human services and management and had to complete a one hundred hour internship," said Schrum. "Tiffany was a shift supervisor at the family shelter. She was also responsible for interviewing and hiring people like me who were completing internships there."

Schrum said she had telephone conversations about the internship with Salese but didn't recognize who it was until she showed up for her interview.

"She accepted me as an intern, supervised my work and wrote my evaluation," said Schrum. "Tiffany was great at holding people accountable for following the rules of the shelter. She reminds me of myself."

"People do change," said Salese. "It's up to them to want to change. It's a process. It doesn't happen overnight. You have to work hard at it to achieve it. My greatest success has been to break the cycle of my former life for my children so that they don't live the way I used to."

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## Service Anniversaries



### DOC Employee Service Anniversaries for February 2009

*Renate Archer celebrating 35 years with DOC.*

#### 35 Years of Service

- Renate Archer, Correctional Specialist 3

#### 30 Years of Service

- Sheila George, Community Corrections Officer 3
- Dennis Johnston, Correctional Program Manager
- Jeffrey Kunkel, Correctional Specialist 3
- Karen Portin, Associate Superintendent, Monroe Correctional Complex

#### 25 Years of Service

- Douglas Cole, Superintendent, Washington Corrections Center for Woman
- Joyce Dudder, Community Corrections Officer 2
- Christine Graham, Fiscal Technician 2
- Ronald Jones, Corrections and Custody Officer 2
- Louis Montgomery, Correctional Lieutenant
- Dale Peterson, Corrections and Custody Officer 2
- Robert Rafferty, Stationary Engineer 3
- Alice Rogers, Community Corrections Specialist
- Patrick Stewart, Corrections and Custody Officer 2
- Kenneth Towne, Corrections and Custody Officer 2
- Mary Watts, Community Corrections Supervisor
- Prince Williams, Correctional Unit Supervisor

#### 20 Years of Service

- Laura Bachmann, Forms and Records Analyst 2
- Gail Dahl, Office Assistant 3
- Chris Dickgieser, Cook AC
- Tina Hansen, Secretary Senior
- Susan Loveless, Administrative Assistant 2
- Joyce Marciel, Fiscal Analyst 5
- Jeanette Sevedge-App, Information Technology Program Administrator
- Martin Suhadolnik, Recreation and Athletics Specialist 3
- Mint Vu, Information Technology Systems Application Specialist 6
- Daniel Waters, Plumber-Pipefitter-Steamfitter Supervisor
- Marlena Wright, Community Corrections Officer 3

#### 15 Years of Service

- Gerald Allum, Community Corrections Supervisor
- Kevin Bowen, Correctional Specialist 4
- Donald Butler, Corrections and Custody Officer 2
- Paula Chandler, Correctional Lieutenant
- Michael Clayton, Corrections and Custody Officer 3
- Dennis Dahne, Correctional Specialist 3
- Joseph Denny, Classification Counselor 3
- Kenith Edwards, Corrections and Custody Officer 2
- Kathy Eubank, Secretary Supervisor
- Hope Fermoye, Registered Nurse 2
- Mary Gaffigan, Office Assistant 2
- Janet Gaines, Correctional Specialist 3
- Jeff Jacobsen, Corrections and Custody Officer 2
- Mary Lint, Fiscal Analyst 2
- Ronald Nichols, Construction and Maintenance Supervisor
- Eddie Santa Cruz, Maintenance Mechanic 4
- Jaire Schmit, Office Assistant Lead
- Guido Trombetta, Psychiatric Social Worker 3
- Jeremy Wise, Correctional Lieutenant
- J'Anna Young, Human Resources Manager

#### 10 Years of Service

- Donna Adams, Correctional Records Technician 1
- Sonya Alley, Classification Counselor 3
- Barbara Bannan, Corrections and Custody Officer 3
- Anthony Benavente, Corrections and Custody Officer 3
- Diane Cady, Community Corrections Assistant
- Amy Carmody, Secretary Senior
- Michael Carnathan, Corrections and Custody Officer 2
- William Combes, Information Technology Specialist 3
- Kelly Compton, Information Technology Specialist 4
- Jason Davidson, Corrections and Custody Officer 2
- William Doran, Corrections and custody Officer 2
- Kristina Douglas, Fiscal Analyst 1
- Roger Hewitt, Correctional Industries Supervisor 4
- Lucy Howerter, Medical Transcriptionist 2
- Penny Kleinknecht, Office Assistant 3
- Robert McIntosh, Community Corrections Officer 3
- Jeremiah O'Brien-Smith, Corrections and Custody Officer 3
- Dana Osborne, Community Corrections Specialist
- Mary Patrick, Office Assistant 3
- Maria Puccio, Community Corrections Officer 2
- Travis Ray, Office Assistant 1
- Richard Reber, Cook AC
- Dwayne Sauter, Corrections and Custody Officer 2
- Penny Shertzer, Office Assistant 3
- Jeremy Turner, Corrections and Custody Officer 3
- Andrew Votry, Community Corrections Officer 2
- Timothy Wallace, Information Technology Specialist 3
- Jerome Wilen, Communications Consultant 3
- Willie Woods, Corrections and Custody Officer 2
- Jeffrey Yancey, Community Corrections Officer 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

### 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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*Correctional Officer  
Charlotte Wieman  
at Washington  
Corrections Center  
for Women*