

A Message from the Secretary

It's been a rough year. I keep wanting to think that things will get better but the challenges and events that face the agency make me know the world is not so simple.

Our chosen work is the field of corrections. There is no other work more vital for the public good, yet our success is limited by the unpredictable nature of human behavior. We know a lot about what works—what makes for a safe and secure prison, what interventions are most likely to change offender behavior and what the research tells us about good community supervision—but we can't guarantee each and every case will go according to plan. The result is that inmates sometimes create security breaches in prisons and offenders in the community sometimes relapse or decompensate and wind up committing new crimes. Even knowing that it is the individual decision of those we supervise that causes these events to occur, each security breach and each new offense calls us to examine what happened to see what we can learn, sometimes even about our own behavior, so that we might see a different outcome the next

time around. We emerge renewed and hopeful, implement changes and carry on, knowing that our efforts do make a difference in all the cases that don't make the headlines.

There is no other work like this—where it is infinitely challenging to accomplish our goal of improving public safety yet knowing our reward comes in the form of behavior that did NOT occur.

Did you know that in this time of economic downturn our Department's contribution to the state's Combined Fund Drive nearly doubled? It is sometimes hard doing this work to remain hopeful and positive about the future. But again and again, when I witness the size of the heart of the people in this agency I am proud to be here at this moment in our history.

Thanks to each and every one of you for all that you do every day of the year.

Take care of yourself and your family and take care of each other.




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EMPLOYEE SPOTLIGHT

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DOC IMPACT



Nita Hepp Program Specialist 2

By Rowlanda Cawthon, East Team Leader, Communications

When most people think of the Department of Corrections they think of incarcerating and supervising offenders, but there is a group of DOC staff whose primary purpose is to provide assistance and resources to victims.

Nita Hepp is one employee who spends the majority of her workday listening to victims and reassuring them that the department is committed to their ongoing safety.

"I enjoy helping to elevate the voices of victims in the legal process," said Hepp. "I take pride in helping them feel someone is listening and care about them and their families' safety. I want them to know they are not alone in their sometimes difficult journey."

Despite the stress that may come along with listening to someone's troubles, fears, anger and anxiety, Hepp says she wishes she could do more.

"Nita has a way of letting people know that no matter how anxious or frustrated they are, they have now reached someone who cares and is willing to listen," said Victims Services Program Manager Steven Eckstrom. "She instills a sense of confidence in others, and if there is a solution to their problem or an answer to their need, she will find it."

For the past nine years, Hepp has organized the Adopt a Family fundraiser which occurs at DOC Headquarters. She coordinates with local non-profit charities to choose at least four families that need assistance.

To raise money for the fundraiser, Hepp conducts a two day bake sale, with staff volunteering their time and baked goods. People can either make donations for the bake sale items or donate money to the cause. Hepp collects the donated items and uses her own time to purchase gift cards to give to the charities for distribution to the families.

"Nita has a heart of gold and is always helping families in need," said Information Technology Specialist Sara Murphy. "She organizes the Adopt a Family activities in the winter and she does this on her own time, allowing us all to participate in the spirit of giving."

Hepp has given her time, effort and energy to influence the lives of others. She says that she loves spending time with her family and cats. Hepp also enjoys watching her grandchildren grow up and is rejuvenated by seeing their eyes light up as they learn something new about the world.

Hepp is an inspiration for other staff who see her as a shining star and her compassion will forever be ingrained in their minds.

**"Nita has a heart of gold
and is always helping
families in need."**

EMPLOYEE SPOTLIGHT

David Orcutt, Locksmith Supervisor

By Rowlanda Cawthon, East Team Leader, Communications

David Orcutt is not just a locksmith. He is a staff member who has unlocked his expertise, efforts and commitment in ensuring the safety and security of Airway Heights Corrections Center.

Orcutt has dedicated more than 16 years to DOC as a locksmith. Some people get burned out after the first few years of working in corrections, but Orcutt says the flame of passion for his work still burns intently.

"I am deeply committed to the individuals I work with and the responsibilities given to me," said Orcutt. "For this reason, I put forth continued faithfulness to the physical security of the institution."

It seems the need for a locksmith is a mystery for some who have never worked or stepped foot in a prison. Orcutt said he is often asked why the prison needs a locksmith.

For Orcutt, the answer is easy. Sometimes, for a little laughter, he may jokingly reply that his job is "top secret super sensitive," but when he gets past the joking, a more serious response is provided.

"We have 2,200 inmates, over 600 staff consistently using close to 3,000 doors, 230 gates and thousands of cabinet locks," said Orcutt. "With this much activity and policies that require continued oversight in these areas, not having a locksmith on site to monitor and correct any deficiencies that arise that would threaten the safety and security of the institution."

"Dave is the supervisor of a small department that has a huge workload," said Correctional Captain Ronald Haynes. "If Dave does not manage his workload appropriately, it could result in a major security issue within the institution. He has always been able to manage his workload and work the balancing act to ensure projects are prioritized and jobs are finished so that the facility keeps running and staff can access the areas needed."

Orcutt said that he enjoys his job and the variety in his work, but he also likes to spend his off-time at church, encouraging and teaching others how to move beyond



their current circumstances when faced with adversity.

Captain Haynes states, "Dave is a wonderful person who genuinely cares about other people, supports them when he can, and is willing give sound advice to anyone who asks."

"Orcutt says the flame of passion for his work still burns intently."

ON THE JOB

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Combined Fund Drive Contributions Nearly Double Despite Tough Economic Times

By Maria Peterson, Impact Editor

Amid staff reductions, budget cuts and a national recession DOC staff opened their hearts and their wallets to give to the Combined Fund Drive (CFD), Washington State's workplace giving program.

Contributions from DOC staff members to the Combined Fund Drive rose from \$38,500 in 2008 to \$67,664 in 2009.

"We are very pleased with this year's campaign," said Linda Bolsinger, DOC's Combined Fund Drive Coordinator. "Especially with the economic times we're experiencing."

This marks the 25th Anniversary of the CFD program. In that time more than \$89 million dollars has been generated through various fundraisers.

Department of Corrections facilities and community corrections field offices hold fundraisers during the month of October to benefit CFD. Here is a sampling of the events and activities that were held this year.

Prisons

Stafford Creek Corrections Center held the second annual CFD four-person Golf Scramble Tournament at Oaksridge Golf Course in Elma, Washington. The tournament raised more than \$2,700.

The facility also hosted a car show to benefit the Grays Harbor Union Gospel Mission. More than 30 cars were entered in the show. The event raised \$515.

In addition to a cookbook sale, Monroe Correctional Complex held the Great Golf Ball race. Each person purchased golf balls which were then rolled downhill through a series of blockades.



John Seiver, Justin Seiver, Cindy Greenslitt and Virginia Shamberg participated in the Stafford Creek Golf Scramble for CFD.

The first ball to reach the end was the winner. The fundraiser earned more than \$5,000.

HQ

Fundraisers held at Headquarters included Penny Wars, cake decorating competitions and a photo show. The highest-grossing fundraiser was a silent auction that raised about \$10,500

Community Corrections

Field offices across the state held fundraisers which raised more than \$4,400. The Seattle Community Justice Center, Spokane Community Justice Center and Lakewood field office each held food sales or bake sales to achieve their fundraising goals.



Penny Wars at Headquarters were organized by Gaylene Schave, Lori Miller, Kenny Aggers and Linda Bolsinger.

Martin Luther King Jr. Day of Service

This January, Americans are asked to celebrate Dr. Martin Luther King Jr.'s legacy by participating in the King Day of Service. The Department of Corrections will recognize this national call to action by conducting food drives for food banks throughout Washington State.

"Food banks are seeing higher demand and lower donations right now," said Communications and Outreach director Belinda D. Stewart. "As an agency of 8,000 employees we can make a huge impact to help people in need."

Each prison, community corrections section and headquarters will have food collection bins at their main office location. Staff members are asked to donate non-perishable and canned food items from January 1 -18.

"Times are tough for everyone right now," said Stewart. "But it's important to remember those who are less fortunate and to give what we can to help support our communities."

The King Day of Service was established in 1994 when Congress passed the King Holiday and Service Act, designating the King Holiday as a national day of volunteer service.

What: DOC's King Day of Service Food Drive

When: January 1 – 18

Where: Each prison, Community Justice Center and Headquarters

**"Everybody can be great
because everybody can serve"
-Dr. Martin Luther King**



The Sustainable Prisons Project is one of two DOC videos now featured on Washington State's YouTube channel.

DOC Posts First Videos on YouTube

The Department of Corrections is now one of many state agencies to post videos on YouTube, the popular video-sharing Web site.

The first video, "We Are Washington DOC" is a series of still photographs that highlights staff members and offender programs. The second video, "Sustainable Prisons Project," highlights a partnership between DOC and The Evergreen State College to make prisons more sustainable and energy efficient.

Many other Washington state agencies also use social media sites, such as YouTube, Twitter and Facebook, to communicate directly with the public.

"It's our responsibility to inform the public about the outstanding work our staff does each day," Secretary Eldon Vail said. "This is a smart, affordable way to directly connect with Washington residents."

IN THE PRISONS

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First Women's Conference Brings Inspiration and Rejuvenation to Mission Creek Staff and Offenders

By Rowlanda Cawthon East Team Leader, Communications and Conference Chair

Offenders at Mission Creek Corrections Center for Women are increasing their chances for success after release with their participation in the facility's first Women Offender Conference. The conference theme, Rejuvenate Your Mind, Body & Soul: Discover New Pathways Leading to Empowerment, Opportunities and Success, laid the foundation for the event.

"The theme was aligned with my thoughts for the conference," said Superintendent Wanda McRae. "I wanted to sponsor a conference at Mission Creek that would provide offenders with a different venue to give them life-changing information."

The conference, held Nov. 6-7, provided each of the 135 offenders who registered with an opportunity to experience a real conference and receive valuable insight from speakers and workshop presenters who made a commitment to cultivate an atmosphere where the offenders could learn, laugh and find more meaning in life.

"I thought the conference was very good and well planned," said Offender Jessica Russo. "I was impressed by the staff and how they made us feel, that we were apart of a true conference."

There were several people and organizations who volunteered their time, effort and energy to make the conference a success.

Susan Moitozo, associate vice president of Clinical Services for Spectrum Healthcare, Inc. delivered a powerful keynote address. In addition, ex-offender Kimberly Mays motivated offenders to look beyond their current circumstances and develop a solid reentry plan for release during her luncheon speech.

Laura Pavlou, president of Women's Wellness & Integrated Social Health pulled together a group of women from her organization and developed a workshop that offered advice about how to find courage to move out of crisis, adversity and transition in all stages of life.

Jessica Vaughan who works as a Personal Style Consultant with LifeStyled delivered a workshop that provided offenders with basic tips and ideas for empowerment that can come from having your appearance represent who you are, how you want to feel and to the audience you want to connect with in situations such as applying for a job, dating and social gatherings. Vaughan used offenders as models and clothes from the Mission Creek clothing closet to illustrate her concept.

"I enjoyed the fashion show the most," said Offender Russo. "I felt really good seeing myself in business attire. And watching the superintendent help one of the girls with her hair and clothing gave me a true sense that people do care about us."

"I'm trying to find the right words to express my feelings and thoughts of what I felt at the first women's conference at Mission Creek," said Offender Path Smith. "The staff looked beyond us as offenders, gave us a gift by believing in our future, seeing us as women with potential if given the right tools, preparing our mind, body and soul with laughter, kindness, service and most of all God's grace and forgiveness."



Lynn Baldwin-Rhoades, Laura Pavlou, Eimear O'Neil and Karrie Kohlhaas, from Women's Wellness Integrated Social Health presented information at the conference.

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Lynn, Laura and Eimear talking to women offenders.

First Women's Conference continued...

The staff worked extremely hard to make the conference a success. They exhibited leadership, profound professionalism and the spirit of service. In fact, offenders were deeply moved when staff took the time to serve them their meals during lunch.

"I looked around the room while staff served us lunch and was deeply moved by their actions," said Offender Smith. "Today, I know I was brought to Mission Creek so that I could get the best of the best, while I rejuvenated my mind, body and soul. Honestly, staff set a great example during the conference and I am willing to do better."

Classification Counselor Patty Jo McGill gave a tear-jerking presentation about domestic violence and Chaplain Imo Smith delivered a workshop focused on laughter exercises to understand and experience the physical, therapeutic and spiritual benefits of laughter.

"Thanks for letting me do this untried laughter workshop," said Chaplain Smith. "I knew it would be a stress reliever for me dealing with the grief of my father dying in August. It was a wonderful experience and turned out better than I thought."

"It is very clear the women offender's conference was worth every effort," said Superintendent McRae. "It was truly an inspirational experience for all who attended."



Jessica Russo was a participant in the Empowerment Through Appearance workshop at the Mission Creek Women Offenders conference.

IN THE PRISONS

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New Web Site for Sustainable Prisons Project

By Chad Lewis, West Team Leader, Communications

The Sustainable Prisons Project, a partnership between the Department of Corrections and The Evergreen State College, recently unveiled a new Web site that includes videos and photo galleries.

"It's not only a sharp-looking Web site, <http://blogs.evergreen.edu/sustainableprisons/> it does a good job of telling people what this project is all about," said Deputy Prisons Director Dan Pacholke, who is co-director of the Sustainable Prisons Project. "I hope our staff members show it to their friends and family members. It's something we should all be proud to be a part of."

The Sustainable Prisons Project is designed to make prisons more energy- and cost-efficient and to lessen the agency's impact on the environment. The project also connects staff and offenders with scientists for research and biological projects.

The videos and photo galleries were produced by Benjamin Drummond and Sara Joy Steele, who have traveled across the world to produce documentaries. "We're regarded as one of the national leaders on sustainability, and this Web site makes it easier for other DOC's across the country to see how we're making our facilities more sustainable," said David Jansen, Director of Capital Programs.

Recycled Clothing Program Saves More Money than Expected

By Maria Peterson, Impact Editor

An effort to reduce costs by recycling offender clothing is saving the department about twice as much money as originally expected and has the potential to save even more.

The clothing recycling program was projected to save about \$100,000 per year, but as of August had already saved DOC more than \$190,000.

"We're gaining some speed with this initiative," said Deputy Prisons Director Dan Pacholke. "The best news is, as more facilities participate we'll see even more savings."

The program uses DOC's weekly offender bus routes to pick up clothing from prisons, county jails and other criminal justice partners and is delivered to Washington Corrections Center and Washington Corrections Center for Women. If the clothing is in good condition, it is washed, mended, added to the reception center's clothing inventory and reissued.

"Some of that clothing was being recycled but a lot of it would have been turned into rags at other facilities due to the offender's name and DOC number being on it," said Scott Russell, an Associate Superintendent at Washington Corrections Center. "At the reception center we are able to reuse those clothes, which keeps us from purchasing as much new inventory."

"Staff should know that their cost-saving suggestions are being used and that we want those suggestions to keep coming."

Extra clothing that meets quality standards that isn't used at the reception centers is added to the bags of clothing that are assigned to each offender to use at their next facility. These bags of clothing, called Pik A Pak, normally cost the department \$180 each. The cost can be reduced to as low as \$50 each depending on how much recycled clothing is used in the bag.

"The cost savings come from many different areas," said Russell. "We don't purchase as much new clothing, the Pik A Pak bags using recycled clothing cost less, and there is the broader savings as it relates to the energy consumption while making the clothes. It's really adding up."

Russell added that he is still hoping for 100 percent participation from correctional facilities, but in the meantime the department is working on documenting each clothing shipment and using it as efficiently as possible.

The clothing recycling program started as a result of a Productivity Board suggestion by Washington Corrections Center officers Sgt. Jerry Hatcher, Dana Carroll, and James Harvey. It became part of DOC policy in June.

"This is another great example of our staff thinking of creative ways to conscientiously use state resources in the most efficient way possible," said Pacholke. "Staff should know that their cost-saving suggestions are being used and that we want those suggestions to keep coming."

DOC Launches New Agency Brand and Logo

By Maria Peterson, Impact Editor

The Department of Corrections today began implementation of a new logo which will help create a more consistent, professional look and establish an agency brand.

The overall brand project includes a new logo, a redesigned external Web site and an online design manual that will outline how and where the new logo can be used.

The new logo features a bridge that symbolizes strength and protection and represents a connection between DOC and the community. The two pieces of the bridge signify the offender's transition from DOC to the community. The blue is a tribute to staff members, most of whom wear blue uniforms.

"People might be wondering 'Why now?'" said Secretary Eldon Vail who gave the go-ahead on the branding project in 2008. "How we present ourselves to the public, particularly the taxpayers, is always critical. I'm impressed with the new brand and I'm especially proud that we got it done without spending any money during this financial crisis."

Communications and Outreach Director Belinda D. Stewart said when she was appointed to the position in the spring of 2008 one of the first things she noticed was a lack of consistency in the agency's branding. "The number one rule in creating public trust in a good brand is consistency," said Stewart. "We haven't always been good at monitoring how our current logo is used which can make us look less professional than we actually are. This new brand will create a modern, consistent look across the state."

The Design Process

The challenge for Stewart was to create a new brand without using money from the budget. Stewart wanted input from design professionals but said a contract with a high-priced design agency was out of the question. Communications Consultant Chad Lewis recommended partnering with a design school at an in-state university. Jose Cortez, a Eastern Washington University graduate who worked for the agency's Communications Department, recommended his alma mater.

Professor Mindy Breen teaches a design class for seniors at Eastern Washington University and was looking for a project for her students to work on.

"It's always better to have an actual organization to design for instead of 'Company X,'" Breen said. "It provides the students with a more realistic experience instead of a theoretical one."

Stewart and Lewis met with the class in Cheney at the beginning of the spring quarter to tell them about DOC. "We told them who we are as people," Stewart said. "We told them that we wanted a brand that matched the professionalism of our staff."

The 26 students spent the first half of the quarter doing nothing but research on DOC. They took a tour of Airway Heights Corrections Center, spoke with staff members and offenders and learned about reentry.

"Design work isn't just sitting down at a table and drawing," Breen said. "I wanted the students to really have a deep understanding of corrections before they put anything on paper. And what they learned about DOC really fascinated them."

The class was divided into six teams, each of which developed their own branding suite that included a logo, a prototype Web site and a design manual that tells staff members how and when to use the logo and colors. Members of the Executive Staff selected the new logo from the top three designs.



The new external Web site, which is scheduled to be launched on Jan. 4, 2010, is a key part of the branding project since it is the main source of information about DOC for the public.

"We haven't updated the design of our external Web site in many years, and it's showing its age," Lewis said. "It doesn't highlight our staff and it doesn't tell our success stories to the public."

To have six different design suites developed by a design firm would have cost an estimated \$49,000.

IN THE COMMUNITY

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DOC IMPACT

A Sister's Influence

By Barbara Comito, Spokane Union Gospel Mission

Five sisters. Four brothers. And their mom. All convicted felons. All addicts. A family culture where "an honest day's work" meant getting enough money for the next high any way you could.

Sunday Groce, now 38, broke her family's model of criminal behavior and drug use ten years ago and set an example that her younger sister, Angie, is choosing to follow today. Sunday began volunteering at the Union Gospel Mission (UGM) thrift store as part of a pre-release program while in prison for selling drugs. She and six other women worked sorting and hanging clothes two times a week for seven months. Doesn't sound all that exciting, but Sunday was impressed: "It is so supportive, unconditional. They don't care where you're from or where you've been. Coming out of prison . . . you need that."

Before her volunteer term was over, Sunday asked the manager if he would hire her. He did. Other than a brief stint at McDonald's, it was her first real job. For the next three years, she flourished within the store's healing environment and moved up the ladder to a supervisory position. She learned how to work with a wide variety of people – the public, volunteers, and teens from juvenile detention.

Sunday left the UGM thrift store with a new sense of confidence. She now works at a local grocery store as the deli department head. She has her own home, medical benefits and a 401k savings program. "My life really has changed," Sunday said. "I can make a difference in somebody else's life. I've done the work in my life. I do the work every day, and I can make a difference in somebody else's life."

In the early years of her recovery, Sunday put distance between herself and her family. As a recovering addict, she chose not to be around people who were using. When her sister Angie went to prison, however, Sunday was there for her – visiting and writing letters. When Angie got to work release, she couldn't find a job. Sunday encouraged her to try the UGM thrift store, and now Angie is experiencing the same nurturing atmosphere that her sister did.



Sunday and Angie at work at the Union Gospel Mission

Each morning before the store opens, employees begin with a short Bible study and prayer. They pray for each other, as well as the customers they serve. Adela Garcia, manager of the downtown store, explained that while no work environment is perfect, a mixture of grace and accountability make the staff like family. Sunday agreed, "If it wasn't for the thrift store, I'm not sure how things would have turned out for me. It's definitely one of the reasons I've been successful." And now Angie has the same opportunities.

The Department of corrections works with many community partners to help support an offender's transition from prison to the community. The Spokane Union Gospel Mission is a key partner in Eastern Washington that provides services, employment, housing, recovery programs and mentoring to many current or former DOC offenders. This story was featured in the Union Gospel Mission's newsletter and is reprinted with the organization's permission.

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DOC Launches New Logo continued...

Lewis said. "Several of these students will be working at design firms within a year or two, and they'll be able to say that they helped develop a new brand for one of the largest state agencies in Washington."

Implementation Process

As part of the implementation of the brand, IT Staff will work with the Communications Department to establish new pages on www.doc.wa.gov.

Stewart says that nothing will be wasted as the new brand is implemented over the next year. "We'll use up everything we have in stock and then when it's time to replace it we'll order it with the new design," Stewart said.

A new logo policy will accompany the design manual. Staff should use the new logo only in accordance with the design manual which will be ready for review in the fall. The Communications Department will notify staff when the logo is ready for use. In the meantime, if you have questions about the branding project contact Belinda Stewart.

IN THE COMMUNITY

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DOC IMPACT



The Nisqually Tribe opens the Summit with drumming.

A group that discussed supervision of tribal offenders suggested ways to enhance collaboration between the Department and Tribes. Their suggestions included improvements to data sharing systems and the creation of a possible work release facility on Tribal lands.

Reentry for Tribal offenders was another topic of great interest at the summit. A group brought suggestions to support offender's transitions from prison to the community. Summit participants agreed that identifying tribal affiliations while incarcerated and developing a Tribal Elder coaching program are two ways that the Department and Tribes can improve reentry for the offenders.

Other group discussions included the needs of Tribal offenders while incarcerated and recruitment efforts for Native American staff members.

"Our focus during this summit was the Native American offenders and how we could work with the Tribes to ensure their success during incarceration as well as ways to provide them a smooth transition as they reenter the community," said Blonien. "I think the summit laid the ground work for that."

At least two Tribes expressed interest in holding similar events in the future.



Tribal Summit Produces Ideas for Improving Relationships with Washington's Native American Community

By Maria Peterson, Impact Editor

Washington Tribal leaders and Department of Corrections staff members reached common ground during a landmark summit aimed at improving relationships between the organizations in order to better meet the needs of Native American offenders.

Leaders from 14 of the 29 Washington Tribal Associations attended the summit Nov. 6 which was hosted by Nisqually Tribe and DOC.

"For a long time we've wanted to create a reciprocal understanding between the Tribes and DOC," said Assistant Secretary Scott Blonien. "We must learn more about the cultural needs of Native American offenders so we can create safer communities."

More than 100 people participated in group discussions which explored the various cultural needs of Native Americans and discussed the organizational structure and security requirements of the Department.



Eldon Vail speaks at the Tribal Summit.

SERVICE ANNIVERSARIES

DECEMBER

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DOC IMPACT

10 Years of Service

Alexander, Gerri, Community Corrections Officer 2
Alexander, Spencer Corrections & Custody Officer 2
Bittner, Randy Corrections & Custody Officer 2
Carrico, Sandra, Corrections & Custody Officer 2
Cecil, Lee Community Corrections Officer 2
Church, Christopher Corrections & Custody Officer 3
Cossette, Matthew Correctional Unit Supervisor
Dahlbeck, Ronald Mental Health Manager
Davis, Linda Off Asst Lead
Earley, Ethan Community Corrections Officer 2
Franek, Deborah Correctional Mental Health Counsel 3
Gaffney, Linda Staff Counselor
Golphenee, Shane Maintenance Mechanic 4
Guenette, Noelle Corrections & Custody Officer 2
Hamilton, Patricia Corrections & Custody Officer 2
Harkins, Dennis Corrections & Custody Officer 2
Hoopes, Les Plumber/Pipefitter/Steamfitter Sup
Howell, Robert Corrections & Custody Officer 2
Hrcir, Alan Community Corrections Officer 2
Jackson, Sheryl Correctional Hearings Of ficer 3
Johanson, Venessa Corrections And Custody Officer 2
Jones, Tianne Corrections & Custody Officer 3
Jurasin, Phil Corrections & Custody Officer 2
Kinsella Smith, Amie Fiscal Analyst 3
Krystek, Judith Community Corrections Assistant
Lopez, Albert, Correctional Specialist 4
Mcconnaughey, Chrisl Correctional Specialist 3
Muhlbeier, Joy Warehouse Operator 2
Nguyen, Thuvan Office Assistant 3
Oliver, Sandra Fiscal Technician 2
Olson, Lawrence Corrections And Custody Officer 2
Palomo, Juan Maintenance Mechanic 3
Panek, Timothy Correctional Health Care Specialist 2
Redding, Van Classification Counselor 2
Revel, Shane Classification Counselor 2
Shattuck, Sheryl, Office Assistant 3
Simmons, Altha Correctional Industries Supervisor As.
Smith, Lysia Corrections & Custody Officer 2
Strate, Doyle Fiscal Analyst 2

15 Years of Service

Brook, Clare Secretary Supervisor
Deshazer, Lloyd Correctional Specialist 3
Edwards, Donald Corrections & Custody Officer 2
Engelhard, Grace Secretary Supervisor
Gould, Frank Correctional Specialist 3
Hoerner, Christopher Corrections & Custody Officer 3
Hoiberg, Diana Secretary Senior

15 Years of Service cont...

Jackson, Mike Correctional Hearings Officer 3
Kieu, Bao Fiscal Ananlyst 1
Louderback, Lorraine Info Tech Systems/App Spec. 6
Marciano, Perry Corrections & Custody Officer 3
Matthews, Ronald Procurement & Supply Support Spec 2
Mcafee, Patricia Secretary Supervisor
Neissl, Jeffery It Spec 3
Paxton, Linda Community Corrections Specialist
Roberts, David Corrections & Custody Officer 2
Sisson, Karen Cook, Ac
Sundberg, Steven Correctional Specialist 3
Walker, Randolph Community Corrections Specialist
Welch, Michael Corrections And Custody Officer 2

20 Years of Service

Bammer, Karen Community Corrections Supervisor
Brown, William Wms Band 2
Carr, Melody Community Corrections Officer 3
Chapman, Mark Community Corrections Specialist
Fuller, Carrol Warehouse Operator 4
Madison, Shelly Human Resource Consultant Assistant
Needham, Wendy Community Corrections Officer 3
Othon, Alexander Community Corrections Officer 3
Samp, Richard Correctional Lieutenant
Seshiki, Roy Community Corrections Officer 3
Teachout, Debra Corrections And Custody Officer 3
Walker, Anthony Fiscal Analyst 4
Warner, Jack Correctional Lieutenant
Wichert, Kelly Correctional Hearings Officer 3

25 Years of Service

Austin, Jan Classification Counselor2
Bonsell, Rebecca WMS Band 2
Estes Thomason Dena Community Corrections Officer 2
Evans, Cly Correctional Hearings Officer 4
Irwin, Joann Classification Counselor 3
Loosemore, David Corrections & Custody Officer 2

30 Years of Service

Stearns, Mark Corrections & Custody Officer 2
Strang, Michael Corrections & Custody Officer 2
Winter, Ellen Records Management Supervisor

35 Years of Service

Pearson, Robert Community Corrections Supervisor



Nominations Begin for Annual Agency Awards

The nomination and selection process for the 2010 Annual Agency Awards program begins January 1.

Each year the Department takes the opportunity to recognize staff members for their outstanding achievements during the previous year.

The following statewide awards will be presented during the Annual Agency Awards Ceremony in May:

- Valor Award
- Petrine Marciniak Inspirational Award
- Secretary's Leadership Award
- Diversity Award
- Community Service Award
- Health Services Staff of the Year
- Excellence in Safety Award
- Safety Committee Member of the Year
- Community Partnership Team Award
- Team Excellence Award

Mission, Vision and Statement of Values

The mission of DOC is to improve public safety

Vision Statement

Working together for safe communities

Additional awards are given to multiple recipients across the state:

- Employee of the Year
- Supervisor of the Year
- Counselor of the Year
- Support Staff of the Year
- Community Corrections Officer of the Year
- Correctional Officer of the Year
- Volunteer of the Year

Any staff member or member of the public may nominate a DOC staff member for an award. Please take the time to nominate someone who is worthy of one of these great awards.

All nominations are due February 1, 2010

Values Statement

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.

December is Safe Toys and Gifts Month

By Brent Brodrick, Occupational Nurse Consultant

Holidays are a time to spend with your family, not a time to spend in a Hospital Emergency Room. So when you go out this holiday season to select toys and games, think safety first. Here are some tips from the National Safe Kids Campaign for buying safe toys for children: Before shopping for toys, consider the child's age, interest and skill level.

- When shopping, read labels. Look for well-made toys and follow age and safety information on the warning labels.
- Keep toys with small parts away from children under age 3. They can choke on small toys and toy parts.
- Carefully read instructions for the assembly and use of toys.
- Always remove and discard all packaging from a toy before giving it to a baby or small child.
- Supervise children when they play and set good examples of safe play. A toy intended for an older child may be dangerous in the hands of a younger child.
- Remind caregivers, including grandparents, of play-related safety concerns.
- Separate and store toys by age levels. Teach children to put toys away after playing. Safe storage prevents falls and other injuries.
- Check old and new toys regularly for damages such as sharp edges or small parts. Make any repairs immediately or throw away damaged toys.

For more information and information on recent toy recalls at the Campaign website go to <http://www.safekids.org>

Wellness tips are brought to you by the Occupational Nurses at DOC. Feel free to contact your local Occupational Health Nurse (ONC) if you have any questions or concerns.

Let us know what you think of our newsletter. 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 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.

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