

OREGON DEPARTMENT OF CORRECTIONS

Connections to Corrections



To promote public safety by holding offenders accountable for their actions and reducing the risk of future criminal behavior.

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Directors' Message

Greetings Everyone,

A few weeks ago, I sent out an email letting you know that the Agency's 2009-11 Strategic Plan was completed and published on the DOC Web site. I hope you have had a chance to look it over and get to know what we are working to accomplish during the remainder of this biennium.

The Strategic Plan outlines our business goals for the next year-and-a-half, moving us closer to full realization of the Oregon Accountability Model. Each new and continuing strategic initiative found in the plan is meant to improve the way we do business, either enhancing the correctional services and programs we provide to inmates, or increasing our efficiency so we can provide the most value for every dollar spent by Oregon's taxpayers. These are the things we should commit ourselves to fully each day we come to work.

I recognize that most employees in the organization are not directly involved in the strategic planning process from biennium to biennium, which is why we post it on the web for everyone to see. Logistically, it is impossible to hear from everyone in the organization as we plan for the future, but I also want to recognize that each one of you plays a critical role in our success. If you haven't yet read the Strategic Plan, I invite you to click on the following link, and to really think about how the work you do each day supports the improvement of the agency.

[http://www.oregon.gov/DOC/ADMIN/
strategic_plan.shtml#Strategic Initiatives for 2007 09](http://www.oregon.gov/DOC/ADMIN/strategic_plan.shtml#Strategic_Initiatives_for_2007_09)

Sincerely,

Max Williams



Director Max Williams



**OREGON
EMPLOYEES
CHARITABLE
FUND DRIVE**

Charitable Fund Drive

Despite hard budget times, DOC staff very generously pledged \$25,236.00 to the Oregon Employees Charitable Fund Drive.

100% of the money donated goes directly to the charities designated by the donors and is used to assist other Oregonians who are facing tough times. Thank you to everyone who gave, and also to the site coordinators who do such a wonderful job each year.

<http://ecfd.oregon.gov/>

Some things every night shift worker should know...

Graveyard shifts are mandatory for organizations that operate 24 hours per day, seven days per week. A small number of employees choose to work the graveyard shift, some must take the shift as part of rotation. It is important to maintain a healthy work and personal life. Below are helpful tips in order to maintain a healthy work and personal life.

- **Educate yourself** on the risks involved with working graveyard shift, particularly for extended periods of time. Realize that not all people function well on graveyard shift. If after three to six months of working graveyard you find your schedule to still be difficult, you may consider moving to a different shift once the opportunity arises.
- **Sleep well.** Everyone has different needs when it comes to the amount of hours needed per night. It is important for all, especially graveyard shifts to maintain a schedule that allows for adequate sleep. Some great tips for sleeping during the day are: use a sleep mask, black-out curtains, ear plugs, a white noise machine or anything that will help provide you with a quiet, dark place to sleep. Drinking warm decaffeinated beverage prior to sleep may aid in the process.
- **Eat well.** Again, everyone has a different need when it comes to keeping a healthy diet. Some may forget to eat altogether while others eat constantly when not sleeping, both are unhealthy. It might take some effort, but developing and maintaining healthy eating habits will pay off.
- **Relax** at the end of your 'work day.' Decompression after working an eight hour shift is beneficial in the sleeping process. This is a great time to interact with your family, spend some time with the family pet, listen to your favorite album or simply take in the view from outside.
- **Keep family first.** Balancing work and family can be difficult, especially while working graveyard or an opposite schedule as your significant other. Talk with your family, help them understand why you work the hours you do and how that changes the way the family functions. Be prepared to spend the extra time and effort to maintain strong ties with your family.
- **Be positive,** be patient and be kind to yourself and those around you.

Information supplied by Lt Les Dickey, OSP



DOC Cost Saving Suggestions

Hundreds of employee cost saving suggestions poured into the suggestion email box. After months of reviewing, researching, asking, comparing and considering these suggestions, we have compiled the findings and will share them with you over the next year in the DOC employee newsletters. We are proud that these suggestions came from you, our co-workers, managers, and volunteers.

How can we still attend meetings or trainings while eliminating overtime and travel? Why not offer meetings via video or phone conferences instead of travel?

With a technology driven society, there are many new options for saving money and time when it comes to trainings and meetings. DOC has already adopted a few of these ways to communicate, share information and learn throughout our agency.

For example, DOC has made great strides in the implementation of iLearnOregon since April 2009. iLearnOregon is the learning management system used by most state agencies, including DOC, to manage classroom and online learning, training records and certifications. DOC is one of the leaders in the implementation of iLearn and the creation and utilization of online learning.

To date, DOC has 4,822 active users, which include employees and contractors. We have 1,917 users who have completed online courses, and 1,627 users who have completed classroom courses that are registered in iLearn. Once completed, the user's training record is automatically updated. There is no longer a delay caused by having to manually enter information from handwritten rosters. Additionally, you can view your training record online to ensure that you have received credit for all of the training attended.

iLearnOregon has been integral to the implementation of the Basic Corrections Course (BCC). In addition to all classroom and online training being documented in iLearn, we are also using it for online quizzes and documenting completion of a variety of skills based assessments. iLearn is intended to produce a variety of reports that DOC will send to DPSST as part of the requirements for certification. Overall, iLearn has been a great tool to help get BCC off and running.

Professional Development Unit (PDU) appreciates your support as we continue to fully implement iLearn and begin to see the benefits that come as a result of flexibility in training and consistency in documentation. If you have questions regarding iLearn or want to learn more, please contact the PDU at 503-378-2826.

WebEx is a great tool for conferencing online; holding meetings via the internet and even presenting documents or PowerPoint presentations. DOC provides classes on how to operate and hold WebEx meetings. Please go to <https://oregondoc.webex.com> to sign-up. Basic and Intermediate classes are available and they last about an hour and a half. If you have questions regarding WebEx trainings or want to learn more, please contact PDU.



Continued from page 3

Teleconferences and video meetings are popular for re-occurring meetings and, whenever possible, they should be used when travel is involved. Each site has a contact to arrange phone lines and video for meetings.

WebEx, teleconferences and video meetings allow staff to stay in their office and attend meetings or classes across the state; without incurring travel costs which include mileage, hotel expenses and per diem rates. These tools for communication have helped save the department money and have allowed staff members to be more efficient, accurate, and be involved with statewide projects.

Recently a WebEX class was held for the Health Services Unit in Salem. Ten staff members from across the state participated in the meeting via WebEx. Considering that the meeting was held in Salem, without WebEx 10 staff would have to travel. At a daily average of \$100 per diem, that's \$1,000 not including the cost of vehicles (\$100 each) and the expense of travel time away from their office/work site (two days travel for each Ontario staff). Conservatively, the department in one day saved \$2,000 and 15 staff working days.

DOC has provided these tools to lower the cost of meetings. Now it is up to each employee to take advantage of all these tools. Working efficiently together will save the agency money. Being responsible with time and resources is more important than ever.

Why do we have the Director's Vidcast? Do we have to watch the Director's Vidcast? Can we make the Vidcast more appealing?

The Director's Vidcast is a tool designed to help distribute information directly from Director Max Williams to all employees. These vidcasts help ensure employees receive accurate and timely information. Many employees sent in feedback about these videos and the majority of the feedback was very positive.

Since our first vidcast, we have completed a second as well as a state wide teleconference. With any new process, there are always learning curves to work through. With each release, we have received feedback and are currently implementing your suggestions.

The Director's Vidcast and teleconference are available on the U drive for easy access for all employees to view at anytime. These will continue to be added to when future events occur as well.

<U:\Director's Office\Director's News\Vidcasts-Conference Calls>

Continued on page 5



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Several request for printable text, charts, and more detail specific charts have been made; we are still working on this. Transcribing the entire vidcast would be a large undertaking and probably not feasible at this time. As you will read in our future cost saving suggestions articles, we are working towards a more 'green' process within DOC and printing this large of a job would not be appropriate.

Another suggestion - the vidcast should be played at appropriate places/times due to noisy areas, inmate accessibility, and other challenging obstacles many positions face.

A suggestion was made to have only managers view the vidcast and then they would relay pertinent information to their staff. The purpose of the Director's Vidcast is for each employee to realize they are a part of the big picture, to be included and get the information quickly. With relaying information from managers to staff, there is always room for interpretation and missing information. We will continue to send out the vidcast to all employees via email and also post it on the U drive. However, it is a great idea to meet and discuss the presented information.

Another suggestion - change the scope of the Statewide Awards Ceremony

In years past, the Statewide Awards Ceremony was attended by staff from across the state. The department provided travel, meals and lodging. With the current budget shortfall, this year's Statewide Ceremony was canceled and a video honoring the award recipients was sent to each institution. Institutions held their own ceremony to honor those nominated and the recipients of awards. Technology proved to be a huge cost savings.

The start of a new year is an exciting time and the Office of Public Affairs is looking forward supplying staff with more information. If you have questions about communications from the Director's Office or Public Affairs, please contact Jen Black at 503-945-9225 or Jennifer.Black@doc.state.or.us.

5 of Clubs

The band "5 of Clubs" made their first appearance at OSCI's holiday party this year. The five members include Officer Jenn Zielsdorf from CCCF, Cpt. Sheldon Roy and Sgt. Mark Cox from OSCI, Mark's son Gabe and his friend Dennis. Sheldon plays Bass guitar, Mark is on the drums, Gabe plays electric guitar, Dennis is on keys, and Jenn is the lead singer. 5 of Clubs was formed four months ago.



"I feel it is really important when working in this line of work to have a hobby, something fun that you enjoy doing outside of work that taps into your creative side," says lead singer Jenn. "This has been a fun experience and one that we all have had a lot of fun doing." The band has one event under their belt and is excited to play at future events.



Inmate Fundraising Activity

The Snake River Correctional Institution inmate Athletic Club recently sponsored a softball fundraising event. The activity raised \$437 that will be used to purchase supplies for local schools. The money will be donated to Love, Inc. and the Department of Human Services School Supply Drive. These agencies then purchase school supplies for students in need. These students have been referred to them by the Malheur County Schools.

Superintendent Mark Nooth with inmates James Clay, Walter Glos, Edgard Hernandez and Steve Kauffman preparing the check from the SRCI Athletic Club.



TRCI apprenticeship program changes inmates

An apprenticeship program sponsored by the Physical Plant at Two Rivers Correctional Institution (TRCI) in Umatilla is teaching inmates to become electricians and sheet metal workers upon release.

Since initiation of the course, five apprentices have successfully completed the program and sat for the Oregon Manufacturing Plant Electrical exam. Those inmates received five of the six highest scores in the state electrical exam.

“By promoting positive personal growth, responsibility and teamwork, inmates gain work ethics and build their self-worth,” says Jim Obannon, TRCI electrician. It also gives them something to be proud of and shows them they can accomplish constructive positive change.



Electrician apprentices

In addition this program is about changing negative habits and behaviors into positive personal growth and successful futures while gaining the experience and knowledge of a trade.



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One inmate apprentice who successfully completed the apprenticeship program at TRCI was selected for the Oregon SUMMIT Program at Shutter Creek Correctional Institution where he was able to gain additional values and tools for his success and graduated valedictorian of his class.

This program is an incentive to offenders to behave appropriately while incarcerated. Security staff say they are very grateful for the program because offenders become quality individuals while in the program. Not only that, but it keeps offenders very busy. The apprenticeship program is four years and equals 610 hours of electrical school. The students pay \$25 a month while they're in the program.



The department does not pay any part of this cost. By paying for it themselves, it gives the apprentices a sense of accomplishment and responsibility. To qualify for the program they need six months clear conduct, must be 18 years old, have a GED and, most importantly, the drive and commitment to learn and promote positive change.

For the inmates, this program creates self esteem and respect for others and allows them to understand the requirements for a successful future in the community by learning and practicing pro-social behavior.

Inmate families have also shared their gratitude for the program because of the transformation in their incarcerated loved ones. The attitude, respect, and improved outlook on life the inmates now show is remarkable, family members say.

The apprenticeship program is by definition the Oregon Accountability Model (OAM) and represents the Department of Corrections' mission. Oregon communities depend on us to keep them safe and our mission requires us to reduce the risk of future criminal behavior. This program does both by releasing respectful individuals into our communities who have left the negative behaviors and inmate mentality behind in addition to learning a career to become pro-social and productive members of society.

Approval for this program was gained by the efforts and participation of several members of the Oregon Department of Corrections, Bureau of Labor and Industries, Oregon Building Codes, and Education Direct Distant Learning Center. Because of its success, the program has since been initiated within EOCI, SRCI, DRCI, CCCF, OSCI, and OSP.





Power Lifters Emerge World Champions

On October 27th and 28th 2009, DOC power lifters Officer Tracy Lundin from Coffee Creek Correctional Facility and Lieutenant Nick Berriman from South Fork Forest Camp emerged world champions at the World Association of Benchers and Dead Lifters (WABDL) World Championship in Reno Nevada.

C.O. Lundin took 2nd place in the 308 Law and Fire open division with a 529 lb. bench press. In the 308 Class I division, Lundin claimed the title of World Champion with a 529 lb. bench press.

Lieutenant Berriman claimed two World Championship titles in bench press, and one in dead lift. Berriman won the 198 Law and Fire open and Class 1 bench press with a 451 lb. bench press. He also won the Law and Fire open dead lift with a 485 lb. dead lift. Berriman was also awarded the best lightweight lifter trophy for having the highest bench of the day for men 198 lbs and below.

The 2009 WABDL world championship was comprised of approximately 600 power lifters from across the world ranging in all ages, all weight classes and all Law and Fire divisions. Lundin and Berriman proudly represented the Oregon Department of Corrections and proved that our staff are among some of the strongest in the world.



Christmas for the Troops Program

The OSP Crisis Negotiators would like to express our sincere appreciation to all the staff who donated items, money and their time to the "Christmas for the Troops" program. With your generous donations we were able to package and send **60 large boxes** to our fighting men and women serving bravely overseas protecting us and our way of life. We enclosed a note in each package explaining the donations were from correctional staff from the Oregon Department of Corrections and specifically named the participating institutions. We'd like to especially thank the AOCE and the OSP Fitness center for their cash donations, Sgt. John Smith from Deer Ridge Correctional Institution who gathered donations from the generous staff at his facility, the transport team for the delivery, the staff at the Dome Building who donated items, staff at Warner Creek Correctional Facility who gathered supplies and are waiting for the roads to clear to get their items sent to us. Also, a big applause to Sgt. Curt Hinzman from OSP and his wife for donating **ALL** the postage costs.

Our troops will continue to need our support throughout the year and you can do so by logging online to: www.anysoldier.com



SRCI Inmate Community Charity Events

After reading an article in the newspaper, SRCI Inmate Gilbert Lane wanted to give greeting cards to the kids at Portland Shriner’s Hospital. Inmates from all three complexes and special housing units participated, using their own resources to make over 200 cards.

Shriner’s Hospitals for Children is a one-of-a-kind international healthcare system of 22 hospitals dedicated to improving the lives of children by providing specialty pediatric care, innovative research and outstanding teaching programs. Children with orthopedic conditions, burns, spinal cord injuries and other medical issues are eligible for admission and receive care in a family-centered environment at no charge – regardless of financial need.



Inmate Mullen

Inmate Lane Blank cards and beaded bracelets were collected for Cards for Kids. These items were packaged and sent to the St. Luke’s Children’s Hospital in Boise for distribution.

SRCI inmates participated in a second charitable event during the holiday season—buying and wrapping Christmas gifts. Funds from the Recreation Fundraiser Account were utilized to buy and wrap gifts for local children in need.

The Western Idaho Community Action Program (WICAP) provided information to the Giving Tree at SRCI. Items wished for included, dolls, play dough, winter hats and gloves, art supplies and clothes.



Inmates Richard Bighouse, Jesse Tyson, and Abraham Vincente wrapped gifts



OSP Garden Donations Help Local Program for at Risk Youth

The inmates working in the C-block flower garden at the Oregon State Penitentiary (OSP) have more to be proud of than just their green thumbs. These cultivating individuals are helping to grow funds to help support at risk youth in the Salem area.

It's not always easy for offenders to get an opportunity to give back to the community. For inmates Sam Lemaire and Terrell Thomas, the opportunity to have a positive impact on at risk youth feels good.

After inmates gather bulbs, seeds, starts and bare root plants, Penitentiary staff coordinate delivery to the Fresh Start Market where the plants are sold. The Market located on Center Street just north of Hawthorne provides vocational training for youth. The Market and youth program are self-sustaining and do not receive any funding from state or federal governments.

The staff train youth on how to interact with customers, make coffee drinks, sandwiches, salads and other items. The market is open year round with different seasonal items showcased each season. In the spring, the donated bulbs and beautiful potted flowers from the bare root plants will take center stage.

In life, beauty and hope can come from the least expected places.

DRCI Staff get Involved

Deer Ridge Correctional Institution (DRCI) staff were busy little elves during the holiday season. From the Governors Toy Drive to the Annual Christmas Lights Parade, DRCI collected toys to combine with the Toys for Tots program in Jefferson County. Staff also won the first place "theme" trophy in the annual Madras/Jefferson County Chamber of Commerce Christmas Lights Parade. This year's theme was "A Christmas Carol."



The float committee put together a spectacular scene that included reading the Charles Dickens classic, *A Christmas Carol*. The set included a fireplace, snow covered landscape, a Christmas tree, presents, thousands of lights and, of course, Scrooge. There were over 50 float entries and nine trophies were handed out.



Shop with a Cop

On December 12th, the annual 'Shop with a Cop' event took place. DOC employees along with many other law enforcement agencies and volunteers accompanied children in need on a shopping spree at the south Salem Wal-Mart. The kids ranged in age from three to 15.

The kids were able to search the store for the perfect gift. Each child received a \$25 gift card to spend and with the help of a Corrections Officer, Police Officer or other volunteer they were sure to find exactly what they were looking for.

Pink fuzzy slippers, black and white backpack, Taylor Swift CD, remote control cars and many other things were among the items picked out by these children.

The officers find time to make this an enjoyable experience as well, trying on masks and playing with toys. But the highlight for these officers is watching the faces of the children light up as they wander the toy section with their distinguished escort.



The program is not only a positive program for those children in need to receive gifts, but its also building a positive relationship between children and law enforcement. *Corrections Officer Dan Weber*

Many of these kids want to use their \$25 gift card to buy gifts for others, their mothers, fathers or siblings. Their shopping buddy often find it hard not to use their own money to help purchase gifts for their family members. One child wanted a booster seat so he could ride safely in his family's car. The officer purchased the booster seat and the child was able to use the gift card for himself.

Local service agencies refer these low income, at risk or medically challenged children to the program; 401 kids participated in this year's event.



Law Enforcement for Youth is an all-volunteer, nonprofit organization that raises over \$10,000 per year to make this event happen. Wal-Mart provided \$3,000 to help grant kids wishes for this years event, also providing free photos with Santa for each kids.

With more volunteers, more kids will be granted a gift. Let's try and make next year even bigger for these kids.

Thank you to all staff who participated this year!

Corrections Officer Michael Mullican



OCE Community Charities Donations

SRCI Superintendent, Mr. Nooth along with inmates from the Oregon Corrections Enterprises (OCE) Call Center and Laundry gave money to Project Dove this holiday season. The OCE inmate workers donated a total of \$975.50 to the local center.

Project Dove provides programs and assistance to women and their children who are victims of Domestic Violence. Mr. Nooth congratulated and thanked the OCE offenders for their generosity of giving during this time of year.



Winter Safety

With the winter months brining harsh weather. The Department of Transportation (DOT) encourages drivers to prepare their vehicles for winter driving and to drive with extra caution. Please visit ODOT's Web site for tips on:

- Preparing for Stormy conditions
- Driving in the rain
- Low-visibility driving
- Chains and traction tires
- And additional information

<http://www.oregon.gov/ODOT/COMM/winterdriving.shtml>



Comings and Goings

New Hire

ANDRESEN, MINDY K	TRCI Health Services
BODILY, BRYAN A	TRCI Health Services
BURNETT, JONATHAN D	CRCI Security
CLARKE, CHARLENE M	TRCI Food Services
CRONIN, LEANNE R	Budget
DAVIS, HEATH ARLAND	OSCI Security
DEACON, MATT	SRCI Health Services
ENGLAND, SHANNON M	SCCI Business Svcs/Canteen/Warehouse
GOULD, TIMOTHY	MCCF Physical Plant
HURST, JOSHUA L	CCCF CTS
LANGE, JAMA D	WCCF General Security
LAWRENCE, CHERYLE S	HR Training
LEDBURY, BRIAN L	OSP Physical Plant
MCEVOY, KEVIN D	TRCI Health Services
NARUM, JANET G	HR Training
PAHL, AARON J	WCCF Physical Plant
PRATT, ROBERT	CCCF Health Services - Dental
RAMSEYER, JOHN	SRCI Warehouse
SIM, JORDAN MICHAEL	OSCI Security
SKUPEN, TERESA M	CRCI Security
STUART, TIMOTHY A	TRCI Food Services
TYNER, GINGER R	OSCI Health Services - Medical
VANDEBERG, TRACY L	CRCI Security
VETTER, MATTHEW M	CRCI Security
WORDEN, DENNIS H	DRCI ISSD

Promotion

BERGERSON, TIFFANY A	OSP CTS SMU
BOUDREAU, ROBERT H	OSP Physical Plant
BRENNER, LAURENE K	CCCF Admin
FOWLER, SCOTT A	HR Training
HAAS, ROBERT	CCCF CTS
HENDRICKS, KIMBERLY	SRCI Hearings
HERRERA, JAIME	HR Training
HOGELAND, VICKIE D	EOCI (OISC) Records
HUMPHREYS, JACOB L	OSP Admin
KELLY, BRANDON	OSCI Security
KELLY, VERNON W	EOCI Security
KLEIER, STACEY I	CRCI Security
LEDBETTER, STACEY E	EOCI ISSD
PETERS, RAYMOND E	EOCI Security
PREMO, MELISSA J	OSP Salem Transport

Promotion (continued)

ROGERSON, JASON	SCCI Security
WINTER-SCHULLER, MARY	SRCI Program Services Complex 1
YOUNG, CINDY L	Purchasing & Contracts

Retirement

ALLEN, GAYLORD O	TRCI Security Staff
ANDREWS, DAVID C	OSP General Security
BARTH, MERRITT H	OSP Salem Transport
BEAN, ARNADENE L	OSP Religious
BLACKETTER, SHARON A	
BLAIR, TAMARA L	CCCF Recreation
BOEHMER, ROBBIN C	OSP Salem Transport
BURCHAM, MICHAEL J	EOCI Security
DAVIS, TOMASA C	TRCI Security Management
EDWARDS, LERUE P	CCCF Security
GILL, SUSAN K	OSCI Recreation
HALEY, DONALD HOWARD	EOCI Security
HUMPHREYS, MICHAEL D	OSP General Security
KEEPERS, SHERI S	SCI Security
MEASNER, DONNA M	CRCI Counseling
MERWIN, SUSAN A	SRCI Health Services
MILLS, CYNTHIA D	TRCI Health Services
MILLS, DONALD M	TRCI Admin
MORTON, GREGORY R	HR Admin
MYERS, RONALD D	SRCI Hearings
NORBY, DENISE L	CCCF OISC Administration
PALMATEER, JOAN L	HR Admin
RAGER, MICHAEL L	CCCF Security
REID, RAYMOND	TRCI Security Staff
RIDGEWAY, CHESTER L	SFFC Security
SCHNOOR, CAROLYN M	Public Services
SKEEN, LINDA M	SRCI Security - Asst. Superintendent
SWILLING, KEN W	DRCI Security M17
TENA, RUBEN O	OSCI Physical Plant
ULRICH, JOHN R	SCI Security
WILSON, VICKI L	TRCI Program Services

Transfer to Another Division/Agency

BASSLER, LINSAY	CCCF Admin
BLACK, RYAN L	OSP General Security
DEWHURST, WENDY S	CCCF OISC Administration
GRIFFIN, TERESA R	SRCI Health Services
JESKE, KENNITH W	Inspector General
KING, JAMES	CCCF Security



Connections to Corrections

Oregon Department of Corrections

Max Williams, Director

Mitch Morrow, Deputy Director

For more information, to submit story ideas or to write an article, please contact Kelli Ketchum at (503) 945-9837 or e-mail: kelli.l.ketchum@doc.state.or.us.

The mission of the Oregon Department of Corrections is to promote public safety by holding offenders accountable for their actions and reducing the risk of future criminal behavior.



Please consider the environment before printing