



## Director's Corner

September, 2008

Robert Jester, OYA Director

Bobby Mink, OYA Interim Director



You may notice a new look to the Director's Corner this month. Since the last edition of the Bulletin, Bob Jester tendered his resignation, effective October 1<sup>st</sup>, and Bobby Mink was appointed as interim director of the Oregon Youth Authority. We would like to

take a moment to chat with all of you about this time of change.

Change, particularly leadership transitions, can be challenging — and rewarding. By collaborating, staying focused on our mission and values, and continuing to provide quality service and treatment to our youth and their families, change will work to our advantage.

We will also have help in making this a smooth conversion. As recently mentioned in Bobby Mink's "In the Loop" message, the Department of Administrative Services has assembled a highly skilled transition team to assist the new director that will be appointed later this year. Using their fresh perspective, we have the chance to capitalize on some serious professional expertise. The transition team also encourages us to use them as a means to relay information to the new director, and provide input on things that matter to you.

So you see, this is not only an exciting time, it is also a period of unprecedented opportunity. Just think — if there is no change, there is no growth, learning, or improvement. As many parents and grandparents like to say, "it'll build character!"

A measure of this organization is our confidence that the lessons we've learned, combined with your unrelenting dedication and expertise, will frame a bright future for OYA. The untapped potential in this agency is astounding, and our hope is that it will define who we are and who we have the ability to become.

We want to thank each of you for your continued commitment, encouragement and words of support during these exciting times.

### Remembering...

**Ginny Long**, a long-time employee of OYA, passed away on July 23<sup>rd</sup>. She began her career with the Employee Services unit on May 19, 1998 and for the past ten years she has been a true inspiration to those who had the pleasure of working with her. You might remember Ginny with her mail cart and always with a smile.



**Steve Fischer** was funny, kind, talented and had a bright future in OYA. He left a wife and two young children when he passed away suddenly of a heart attack six years ago. Recently, the Daily Astorian ran an article on Steve's wife, Dindy Fischer. Dindy spent the last six years working toward her masters degree through online courses while continuing the responsibilities of a stay at home mom. Two years ago, she obtained a job as a teacher, which she has wanted since 2002. She has turned an obstacle into opportunity. Below is a link to the full story. And take a close look at Tristan; you'll reminisce.

<http://www.dailyastorian.com/main.asp?Search=1&ArticleID=53125&SectionID=2&SubSectionID=398&S=1>

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## KEY PERFORMANCE MEASURE OF THE MONTH

Key Performance Measure 9, Community Re-entry Services, focuses on youth released from close custody who receive transition services identified in their OYA case plan. Nationwide research shows the importance of planning for youth transition. A key component to ensure youth experience a smooth adjustment upon release into the community is the Multi-Disciplinary Team (MDT). While transition begins at the time of commitment, MDTs carefully map out transition activities a minimum of 90 days prior to release and document these activities in the youth's JJIS case plan a minimum of 30 days prior to release. Other agency expectations and practices that help support this KPM include the following:

- JPPOs are assigned to a youth at the time of commitment and continue to work with this youth throughout their length of stay. This helps to ensure continuity of care.
- All field staff have been trained in evidence-informed case management, which emphasizes the importance of transition planning.
- MDTs are observed regularly to ensure all core team members are present, and transition-plan activities are regularly discussed.
- Providers who offer reintegration and transition services are actively recruited



Information for this KPM is obtained through regular JJIS case audits conducted by the OYA field supervisors. As part of ongoing quality improvement, the field supervisors convened a workgroup to discuss ways in which the OYA could effectively increase the percentage of youth cases with documented transition services 30 days prior to release. These recommendations are currently being explored.

Meaningful transition planning is a key component to ensuring the success of youth in the community. The dedication of OYA field and facility staff in using evidence-based treatment approaches has allowed Oregon to stand among the national leaders in correctional treatment.

For more information about this KPM, please contact [Phillip.Cox@oya.state.or.us](mailto:Phillip.Cox@oya.state.or.us).

### ***RiverBend Youth Help Those in Need***

Great American Harvest, a private nonprofit organization run by Barbara Richmond-Harris in La Grande, received a helping hand over Memorial Day weekend from RiverBend youth. Richmond-Harris produces around 1 million pounds of fresh and frozen produce a year, which is all donated to numerous charities and those in need. "Anyone is welcome to take the produce," Barbara says, "as long as they help with the harvest."



The RiverBend youth planted four acres of crops in her garden, and also laid out irrigation lines. Their help and hard work will be appreciated by hungry people all over Oregon.

### **SEARCH & RESCUE JPPO**

In a collaboration between Tillamook and Washington counties, 40 cadets ages 13 through 20 graduated from the Tillamook/Washington Cadet Search and Rescue Academy on June 28<sup>th</sup>. Columbia OYA JPPO **Dean Burdick** is a volunteer on the Search and Rescue team for the Tillamook County Sheriff's Office. "The reason we set up this program," Burdick says, "is to ensure we have a better response time. A better response time increases a (lost or missing) person's chance of survival".



The cadets learned many techniques used during search and rescue operations, including helicopter work (using the same helicopters featured in the film, *The Guardian*, which was shot on location in Astoria), body retrieval methods, and survival skills. Survival skills included fire-building, Global Positioning System (GPS) navigation, and pumping and filtering water from creeks. The cadets also took a wilderness food class and learned how to eat off the land.

Thanks Dean for helping to build a better future!

## WHO'S WHO IN OYA

### A Day in the Life...



Above: Chad Bradach, YCUC at EOYCF

Working with young offenders is the core of the agency's function. Our "front line" teams face challenges while working directly with youth day after day, but they also find many rewards in the work they do.

We talked with **Chad Bradach**, Youth Corrections Unit Coordinator (YCUC) at Eastern Oregon YCF, to find out more about his job and about himself.

Chad began working at MacLaren YCF as a PTOC in October 1997. He transferred to Eastern Oregon YCF in December that year, and has worked there ever since.

As a YCUC, Chad spends most of his day working with the youth on Unit A. "I attempt to build a mutual respect with all of our youth," says Chad. "Like everyone else, I spend a lot of time just listening to the youth on the unit and help them problem solve when needed." He also facilitates unit treatment groups, and helps the unit manager with case planning and reviews.

Chad's favorite part of work? There are several things. One is the team he works with, which helps makes things fun. Another is the interactions with the youth. There is one aspect of his job that really stands out, though: "If I had to choose a favorite part of my job," Chad says, "it would be seeing the youth identifying the areas of their lives that they need to make changes in and working through the stages of change."

Outside of work, Chad spends his time on his small ranch raising Gelbvieh, Balancer, and Angus cattle. He also enjoys his hobby of big game hunting. "I focus on primitive weapon hunts, as there is less demand for these tags," he says. "Most of these hunts are less crowded, which makes for a relaxing experience."

*Do you know someone who would be perfect for our "A Day in the Life..." feature? Then send an email to [Amanda.LoweDavies@oya.state.or.us](mailto:Amanda.LoweDavies@oya.state.or.us).*

## STREET SMARTS

On May 12<sup>th</sup> - 14<sup>th</sup>, the first agency-wide facilitator training for Street SMARTS (Self-Analysis of Mentality and Attitude Through Reformatory Treatment Services), a gang intervention and treatment curriculum, was presented to a variety of facility staff and community providers. Street SMARTS is currently the only curriculum used by the OYA that has been developed within the agency by the Office of Minority Services, with the support of the Program Office.



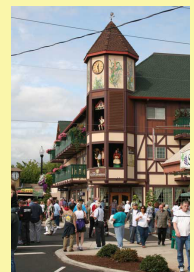
Above: The Street SMARTS training class from May 12th through 14th.

While Street SMARTS has been successfully used within North Coast, Hillcrest, and MacLaren, this is the inaugural effort to move the curriculum agency-wide. The trainers for this event were **Rene Torres, Franklin "Ron" Weaver, Jeff Sledge, Rolando Ramirez, and Lee Lederer. Christina Puentes, Johnny Demus, and Jack Lawson** also assisted. **Lynn Oliver** from the Training Academy provided invaluable support with coordinating the training and editing the curriculum, and working with **Monica Genera** on designing the cover of the manual. **Pamela Livingston** also helped greatly with the registration.

For more information on Street SMARTS, contact [Jack.Lawson@oya.state.or.us](mailto:Jack.Lawson@oya.state.or.us).

### DID YOU KNOW...?

...Oktoberfest began in Munich on October 12, 1810, as a commemoration of the marriage between Crown Prince Ludwig and Princess Therese of Saxe-Hildburghausen? Mt Angel, Oregon, hosts one of the largest modern celebrations in the US, this year held from September 11<sup>th</sup> to 14<sup>th</sup>. For more information, visit [www.oktoberfest.org](http://www.oktoberfest.org).



...piracy has been traced back as far as the 13th century BC? Today, Caribbean-sailing, tricorne hat-wearing movie stars have created millions of pirate fans. If you love pirates and want to learn how to use the phrases "land lubber" and "bilge rat" in everyday conversation, then mark your calendar for September 19<sup>th</sup> — International Talk Like a Pirate Day!

# CONTRACT OVERSIGHT AND ACCOUNTABILITY

Virtually all cases of occupational fraud have three things in common:

- **Opportunity**, whether from lack of internal controls, a manager's ability to override existing controls, or various corruption schemes;
- **Rationalization**, generally a feeling of being "overworked and underpaid"; and
- **Incentive**, such as mounting household bills or personal indulgences.



State Government tends to have better controls over the receipt of goods than the receipt of services. If you opened a box from Office Max to find only four boxes of pens, and the invoice showed that OYA was charged for five boxes of pens, you would notify Office Max to credit OYA's account for the missing box or to send the missing pens with the next delivery. Yet hourly contractors tend to record and report their own hours with little supervision.

Who is responsible for monitoring the contractor's invoices? The Central Office Contracts unit drafts the contracts and ensures they are properly executed. They are responsible for the management of the contract (interpretation, insurance, renewals, etc). But it is up to the Contract Administrator and those who work with the contractor to make sure the contractor is paid for only what is included in the contract.

The goal of contract administration is to have an independent source to verify the hours of the contractor. This source should not be the primary beneficiary of the contractor's services. The concept is called "Segregation of Duties," which means two people are responsible for approving the contractor's invoices: the program or facility person that uses the services and a person who verifies by other resources that the services were delivered.

## Tools

Here are some tools you can use as you refine your existing systems of reviewing and approving Contractor Invoices. You are responsible for verifying the following:

- Hourly rates
- Services are in the Statement of Work
- Any limits on the number of hours
- Those few instances when reimbursements for mileage or travel time are allowed (were the necessary approvals obtained, if required?).

JJIS: You can look up the Contractor by Provider Name. Highlight the contract, the "Pymt Inst" tab on the Contract Information page. If the invoice does not match payment instructions, take a look at the actual contract in Outlook.

Outlook: Go to Public folders/All Staff/Contract Copies/Numeric Listing. Find the contract by number in JJIS. The contract can sometimes also be found using the search function in the Public Folder.

Call the Contracts Unit: Particularly if the bill does not seem consistent with the description in JJIS or the contract.

OYA facility log books are the best source for contractors who work on-site in secured settings. The contractors are required to sign in and out as a matter of facility policy. Making them provide additional supporting documentation if their visits are not reflected in log books will encourage greater compliance. Schedules of youth visits or records of calls for consultations and appointment calendars are also useful tools.

For more information, contact the Contracts Unit:

Gloria Andersen, Office Specialist 2	503-373-7371
Laura Hince, Senior Contract Specialist	373-7333
Margaret Taylor, Senior Contract Specialist	373-7341
Suzanne Whelan, Administrative Specialist 2	373-7330
Linda Gesler, Manager	373-7292

## ***Superintendents Selected for Oak Creek, Hillcrest & MacLaren***

Oak Creek, Hillcrest, and MacLaren Youth Correctional Facilities recently had candidates selected to fill the open superintendent positions.

**Lory Humbert** was selected as superintendent of Oak Creek YCF in mid-August. She joins OYA from the Coffee Creek Correctional Facility in Wilsonville, where she was the assistant superintendent. Lory also oversaw all intake for DOC over the last seven years, and started her career as a correctional officer and security manager.

**Troy Gregg** was appointed to the Hillcrest YCF superintendent position the first week of September. Troy has recently been the acting superintendent of Oak Creek YCF, and has also led Rogue Valley YCF and Eastern Oregon YCF. His work history includes unit manager at Tillamook YCF, and treatment coordinator and case worker at a youth residential treatment center.

**Mike Riggan** was appointed superintendent of MacLaren YCF, also during the first week of September. Mike has been serving as interim superintendent at Hillcrest YCF. Before that, he was the Rules and Policy Coordinator in the Program Office, and has been a detention manager and juvenile probation officer at Clark County Juvenile Court.

Congratulations to our new superintendents!

# INFLUENZA DISCUSSION



Dr. Marcia Adams  
Medical Director

This month, we wrap up our discussion on viruses by discussing one of the most common viral infections: Influenza.

## What is Influenza or the flu?

The flu is a highly contagious respiratory illness caused by Influenza viruses. The two main types of flu virus, A and B, can cause seasonal flu outbreaks, and are constantly changing in a process called antigenic drift. Influenza A viruses are found in many different animals like pigs and birds, as well as humans, while Influenza B is specific to humans. A strain of Influenza A was responsible for the pandemic and deaths in the years 1918-1919 (about 20- 50 million deaths world-wide and about 549,000 in the United States). According to the CDC, about 36,000 people in the US die from the flu and about 200,000 are hospitalized each year. The government and public health officials are concerned about the possibility of another global pandemic, and there is ongoing planning to stockpile antiviral medications for this possibility.

## How is the flu spread?

The flu is seasonal. Months with the heaviest flu activity in the US are November through March. The flu is a respiratory disease spread between humans through coughing or sneezing. A person is contagious a day before onset of illness and 5 – 10 days after onset. Young children may shed the virus longer.

## What signs and symptoms are associated with influenza?

High fever, headache, extreme tiredness, dry cough, sore throat, runny or stuffy nose, muscle aches, weakness, nausea, vomiting and diarrhea.

## Are there other health risks associated with the flu?

Complications can include pneumonia from the virus itself or a superimposed bacterial pneumonia, ear infections, sinus infections, dehydration, and worsening of chronic medical conditions, such as congestive heart failure, asthma, or diabetes.

## How can I avoid getting the flu?

The best way to avoid getting the infection is to get vaccinated. Always consult with your healthcare provider before getting a flu vaccine. Two vaccination methods are currently used: The flu shot and a nasal spray. The shot is approved for use in everyone ages 6 months and older. The nasal spray is approved for use in healthy people 2 to 49 years of

age who are not pregnant. The composition of the vaccine is changed each year to account for the constant change in the make-up of the virus. The vaccine is administered each year prior to flu season and becomes effective 10 – 14 days after. Flu vaccines will not protect against flu-like illnesses caused by non-influenza viruses.

## Is there anyone that should avoid getting the flu vaccine?

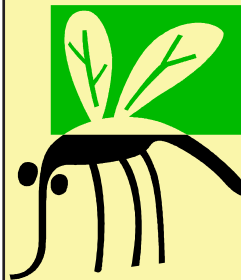
Yes. Everyone should consult their healthcare provider before getting a flu vaccine. Those who should avoid the vaccine include people who have a severe allergy to chicken eggs, have had a severe reaction to influenza vaccination in the past, developed Guillain-Barré syndrome (GBS) within 6 weeks of getting an influenza vaccine previously, children less than 6 months of age (influenza vaccine is not approved for use in this age group), and people who have a moderate or severe illness with a fever should wait to get vaccinated until their symptoms lessen.

## What can I do if I get the flu?

Antiviral drugs can be used to prevent the flu as well as reduce the severity of symptoms for those people sick with the flu. These drugs must be prescribed by a healthcare professional. Measures you can take to speed your recovery from the flu include:

- Stay home and get lots of rest
- Drink lots of fluids
- Avoid using alcohol and tobacco
- Always cover your cough
- Wash hands frequently
- Follow the advice of your healthcare provider

## Safety Corner - West Nile Virus



West Nile Virus, spread by infected birds and mosquitoes, is now a seasonal epidemic in North America that begins in the summer and lasts through the fall. There has been recent confirmation of infected mosquitoes in Baker County, so the threat is present in Oregon. To keep you and your family safe, follow these simple guidelines:

- Use an insect repellent that contains DEET (not recommended for children under 2 months), Picaridin, oil of lemon eucalyptus, or IR3535
- Eliminate water sources and standing water
- Wear long-sleeved shirts and long pants to help cover the skin
- Be aware of peak mosquito hours - dusk and dawn

For more information, visit [www.oregon.gov/DAS/SSD/Risk/RisKeyWestNileVirus.shtml](http://www.oregon.gov/DAS/SSD/Risk/RisKeyWestNileVirus.shtml).

## Thanks For a Job Well Done!!

Every now and then, going the extra mile gets noticed by others.

A recent family termination survey was full of gratitude to **Craig Howard**, JPPO at Deschutes P/P. It said, "Craig was a great source of information and very helpful. Kept me very informed – he is great with kids – a valuable employee!!" Great job, Craig; you really make a difference!

We also received a faxed letter from a youth's parent who was very impressed by the work of **Blaine Nix**, GLC 2 at MacLaren's CIU. Below is her letter, with names removed for confidentiality:

*I am writing to express my thanks and appreciation for the level of care given to my son (and myself) by your employee Blaine Nix.*



Above: Blaine Nix

*My son was injured and had to be transported to OHSU. Blaine did a wonderful job and was so kind to a very worried mother. He stayed right by my son's side and took wonderful care of him. I know his job is to guard him but he made a very difficult day a lot easier to deal with.*

*I am well aware his job can be thankless and I want his boss(es) to know that we couldn't have asked for a better "guard" for that whole entire day. He put in a very long day and night which I assume took him away from his own family with no complaint whatsoever. In addition he had to come back extremely early in the morning to repeat the transport back to MacLaren.*

*I want you to know he did a great job and I thank him so much for everything.*

Way to go, Blaine, for going above and beyond!

### Director's Bulletin Oregon Youth Authority

Robert Jester, Director  
Bobby Mink, Interim Director  
Phillip Lemman, Deputy Director

For more information, to submit an idea,  
or to write an article, please contact:

Perrin Damon - Public Affairs Manager  
503-378-6023  
[Perrin.Damon@oya.state.or.us](mailto:Perrin.Damon@oya.state.or.us)

or

Amanda Lowe-Davies - Executive Support  
503-378-6555  
[Amanda.LoweDavies@oya.state.or.us](mailto:Amanda.LoweDavies@oya.state.or.us)

## TRAINING OPPORTUNITIES

### Leadership Training Begins for OYA Management Staff

The first session in a series of Leadership Training for OYA managers begins in September. All OYA management will be attending the series of trainings, starting with a session on OYA Mission and Values. The managers have been divided into 3 groups and will be attending training sessions through the end of the biennium. All managers were contacted via email and scheduled to attend one of the three dates for Session 1\*:

Group 1 – September 11 2008

Group 2 - September 15, 2008

Group 3 – October 2, 2008

\*Each training runs 8:30 – 5:00, at the Fish and Wildlife Building, Commission Conference Room, 3406 Cherry Avenue NE, Salem.

**Note:** No coffee, food, or snacks will be provided.

If you are an OYA manager and did not receive notification, please contact [Lynn.Oliver@oya.state.or.us](mailto:Lynn.Oliver@oya.state.or.us) or at (503) 378-4051.

### The Academy Website – your Quick Reference!

Need some information about OYA training? Check out the [Academy's website](#). You'll find the OYA Training Calendar and other resources like our "Welcome Letter". What else do you want to see on our website? We'd like to know! Contact [Karen.Cooper@oya.state.or.us](mailto:Karen.Cooper@oya.state.or.us) or at (503) 981-2552 with your ideas.

### OYA's Instructor Development Course (Oct 13-16 – half day 13 Oct)

This course is a must for anyone who wants to build their skills as an instructor or group facilitator. We'll give you tools, tips and techniques to help you build your own training style. If you're ready to experience new perspectives on training, then sign up for this course!

Contact [Pamela.Livingston@oya.state.or.us](mailto:Pamela.Livingston@oya.state.or.us) or (503) 981-2515 to register.

### Supervisor Course Classes:

- Leave Laws in Oregon, Sept. 23<sup>rd</sup>, Training Academy: Topics include the rights of injured workers, reasonable accommodations for disabled workers and the similarities of OFLA and FMLA.
- Labor Relations, Sept. 25<sup>th</sup>, Training Academy: The class includes discussion about Oregon's collective bargaining agreement, labor relation principles, due process, just cause and progressive discipline and employee representation and steward rights.

See more information about Supervisor Course classes. Please contact [Pamela.Livingston@oya.state.or.us](mailto:Pamela.Livingston@oya.state.or.us) or (503) 981-2515 to register for these trainings.

# NEW FACES & SERVICE AWARDS



*Congratulations from the QI Committee!*

## New Faces

**Stephanie Sosa**, GLC2, Corvallis House  
**Coraline Buffington**, OS2, Klamath  
**Micki Fabian**, QMHP, RiverBend  
**Anthony Dela Cruz**, GLC2, HYCF  
**Justin Stubbs**, Temp GLC, HYCF  
**Lethaniel Thomas**, Temp GLC, HYCF  
**Gabriel Farmer**, Temp GLC, HYCF  
**Shannon Rankin**, Temp GLC, HYCF  
**Danika Kosola**, Temp GLC, HYCF  
**Kerry Haverty**, HRA 3, Employee Serv  
**Lorri Christensen**, GLC, Corvallis House  
**Mia Clark**, QMHP, Corvallis House  
**Gary Lawhead**, temp PEMG, MYCF  
**Jesse McMurdie**, GLC, MYCF  
**Jeremy Fleener**, Temp GLC, MYCF  
**Rhett Dewees**, Temp GLC, MYCF  
**Michael Murphy**, GLC2, MYCF  
**Maigin Alexander**, GLC2, MYCF  
**Jesse Brown**, GLC2, MYCF  
**Paul Smolich**, GLC2, MYCF  
**Ruben Rincon**, GLC2, MYCF  
**Jeremy Arguien**, GLC2, MYCF  
**Mark Burnett**, GLC2, MYCF  
**Jeffrey Hamor**, GLC2, MYCF  
**Christy Hess**, GLC2, MYCF  
**Gadget Edwards**, GLC2, Oak Creek  
**Matthew McLin**, GLC2, Oak Creek  
**Elvin Smith**, GLC2, Oak Creek  
**Marcus Williams**, GLC2, Oak Creek  
**Michelle Osterman**, GLC2, Oak Creek  
**Victor Filipe**, GLC2, Oak Creek  
**Angela Whitcomb**, GLC2, Oak Creek  
**Kendra Abraham**, GLC2, Oak Creek  
**Michelle Martin**, GLC2, Oak Creek  
**Angela Weitman**, GLC2, Oak Creek  
**Brandon Weisenbach**, GLC2, TYCF  
**Brian Underhill**, RN, NCYCF

## Service Awards

30 Years

**Rosemary Amen**, MYCF  
**Larry Kremer**, MYCF  
**Jan Blanshan**, Info Systems  
**Steve Brinlee**, Foster Care Unit  
**James Cox**, HYCF

25 Years

**Laura Hince**, Budget & Contracting  
**Richard Grimes**, MYCF

20 Years

**Joni Zimmerman**, Community Res

15 Years

**Earline Bottleson**, NCYCF  
**Tina Egler**, HYCF  
**Scott McKague**, Deschutes P/P

10 Years

**Shawna Hill**, Business Services  
**Ben Moul**, HYCF  
**KC Heckenberg**, NCYCF  
**Lawrence Bergerson**, NCYCF  
**Candy Green**, NCYCF  
**Michael Stewart**, TYCF  
**Peggy Smith**, RiverBend  
**Chad Bradach**, EOYCF  
**Carol Gillespie**, Field Operations  
**Paula Bauer**, Fed & Other Programs  
**Henry Crawford**, MYCF  
**Rod Green**, MYCF  
**Peggy Robertson**, HYCF  
**David Lavier**, HYCF  
**Frank Dawson**, HYCF  
**Leann Barry**, RVYCF  
**Mike Howes**, EOYCF  
**Chris Jacquard**, EOYCF  
**Ernie Kohl**, EOYCF

5 Years

**Bill Kimball**, MYCF  
**Izzriel Cavazos**, HYCF  
**Gary Lillard**, RiverBend  
**Monica Moran**, Benton P/P  
**Donna Carsner**, Linn P/P  
**Sarah Caskey**, Community Resources