

# LEMON CREEK JOURNAL



INSIGHTS & IMAGES OF LIFE ON THE LAST FRONTIER,  
LEMON CREEK CORRECTIONAL CENTER  
JUNEAU, ALASKA

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VOLUME XVIIII

# LEMON CREEK CORRECTIONAL CENTER WANTS YOU!

TO JOIN OUR WORKFORCE . . .



## Volume XVIII, Recruitment Issue

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### To our readers:

The Lemon Creek Journal is a quarterly e-Publication of Lemon Creek Correctional Center, Juneau, Alaska. The Journal's mission is to inform, engage, and challenge Corrections professionals and the public to think critically about the challenges facing Alaska's correctional system. So that we can be more responsive to our readers, please share with us your impressions and suggestions by emailing the Editor at [daryl.webster@alaska.gov](mailto:daryl.webster@alaska.gov).

# Forward to Volume XVIII

## Recruitment Issue

Here at the Lemon Creek Journal, we do our best to educate and entertain our readers with exciting stories and thoughtful discussions of hot topics in the field of Corrections. But every issue includes a challenge to better ourselves, and this time around, we take up the topic of recruitment. It takes a special breed of cat to live in Alaska and make the most of a career in Corrections. We are actively seeking men and women who fit that bill, and somewhere out there, people searching for a life and a career that suits their character are looking for us. When we find each other, the synchronicity is unmistakable.

Working at Lemon Creek Correctional Center is a package deal. While the pay and benefits are attractive, people don't just work here for the money, but for the lifestyle. We work together in close-knit teams and when the work is done, we play together. And boy do we play hard! Living in Alaska, particularly in the beautiful Southeast, is like winning a lottery for the adventure of a lifetime. Take your time, read what our staff have to say about working at Lemon Creek and share their adventures, captured on camera, in the pages that follow.



# A Message from the Superintendent

by

**Superintendent Bob Cordle**

**T**his past March, I entered my 28th year of working at Lemon Creek Correctional Center. Looking back, I never intended to make corrections a career choice when I started working here in 1996. However, it didn't take long for me to realize that Lemon Creek's work environment was unique, and the idea of staying long term eventually became a decision I have never regretted. As the newest correctional officer on a shift of seasoned veterans, I was received and welcomed warmly. Not only did I feel immediately accepted by my team members, but medical personnel, probation officers, kitchen stewards, the maintenance team, and support staff all reached out to welcome me as well. As I started working overtime, and got to know the other correctional officers, it became clear to me that I was a part of an extraordinary group of caring people. Shortly after I started, I began doing what a lot of others here were doing. Weeks off were spent helping a variety of employees with whatever needs they had. I remember being a part of helping coworkers with projects like reroofing homes, putting up fences around back yards, remodeling bathrooms and kitchens, helping with moves, vehicle repairs,

and watching each other's children. We spent some of our off time doing fun things as well, like playing sports, fishing, hiking, hunting, and travelling out of town with each other's families to vacation destinations. As a young inexperienced officer, I was impressed that Lemon Creek's staff not only took pride in what they did, but that they really cared about each other. That culture has never ceased to exist here. It does my heart good to see the comradery shared among each of you, and I am so honored to work with such a caring group of dedicated professionals.

I think most of you would agree that this is a great place to work, isn't it? This is a place where team building occurs naturally through all of your selfless actions. We take care of each other here. I witness selfless acts of service performed for others every day in meetings, while walking through our hallways, or conducting business in our offices. Our strengths are manifested through our radio transmissions. How many times a day do you hear someone say over the radio that they took care of a need on someone else's post for them? Our operations run

smoothly because we care for and look out for one another.

One of the officers from the TDY Unit came to my office during his first week with us and asked if he could visit for a minute. He shared with me the experience of his first day here, telling me how he felt completely accepted, like he had worked here for ten years and had just returned from vacation. He was extremely appreciative of how everyone welcomed and treated him. You all really are the best!

As correctional employees, we are held to a higher standard both on and off the job. We are a group of dedicated professionals who pride ourselves on being dependable, self-disciplined, consistent, and fair while providing public safety. We are committed to the department and to our team members in fulfilling our responsibilities and we remain flexible even when it is not always convenient for our schedules. We are a strong team, and I firmly believe that there are plenty of people living right here in Juneau who would love to work alongside us if they knew what it was really like to work here.

Our efforts to recruit new employees include direct advertising, job fairs or recruiting events, bulletin boards, and word of mouth. I can tell you that word of mouth is not only the most effective way to bring in new staff but is the method by which most of us came to work here. Many of you know, especially correctional officers, that when I see you around the institution and engage you in conversation, I am going to ask what you are doing to help us hire people. I got a chuckle a few weeks ago while walking down the hallway because I overheard two correctional officers in conversation, and one of them stated, *"Oh no, there is the superintendent! He is going to ask me who I recruited this week-off and I completely forgot to talk to the person I had in mind!"* I kept it to myself that I overheard him and asked how his parents were doing. But next time.... 😊

Think for a minute about what it is that you like about working here? The pay is pretty good, the annual leave is nice, our Wednesday lunch feeds are always fun, for you correctional officers, the week-on/week-off schedule is great. The one thing I know almost all of you like about your jobs here is that you work in the same place that many of your friends do. That being the case, why wouldn't we tell others how great it is to work here? We have vacancies that need filling in all of our job classes. Would you recommend your friends or family to work here? How about your neighbors? How about the teammates from your softball, volleyball, or the very popular pickleball games? What about the nice worker at the store who always goes out of his/her way to make sure you find everything you are looking for? As I mentioned above, there are plenty of people who would love to work here, but how will they know who we are and what we do if we don't tell them?

It is easy to start up a conversation about working at Lemon Creek. Let's use the nice worker at your favorite store as an example. You thank him/her for helping you out, right? Simply mention if they ever decide they want a different job that you work in a place that offers some positions a week-on/week-off schedule and a \$10,000.00 hiring bonus. The conversation will flow from there.

Since my start date, I have been actively recruiting for LCCC, mostly for CO's because I was one for over 18 years, but I also tried to recruit for our maintenance department as well. Eight people, including Sergeant Pierce, hired on as correctional officers because I took the time to share with them what I liked about working here. I am not bragging. However, I am challenging everyone to try to beat my record. Sergeant Kyle Schramm is closing in on it, but he still has a few more to go before he passes me up, and I do not intend to let him do that. Over the last 10 months I have asked an average of 2 people a month to consider working here. So far, not one person has pursued it, but that is okay, I

am not going to stop asking. I am challenging each of you to seek out and speak to a minimum of one person a week. It is really easy and becomes second nature once you start. Let's start working hard on this and whoever recruits the most people (all positions count) from July 1<sup>st</sup> until the day of the Holiday Banquet, December 2<sup>nd</sup>, will receive a reward at the Banquet. Not saying what the reward is, but it's guaranteed to please the winner!

Coming to work every day is easy for me, because you all make it such a great place to work. I am surrounded by so many fantastic, integrity-driven people who know that we are not just about confinement. We keep the public safe, look after one another, and do our part to help those incarcerated to have the best possible quality of life while they are in our care. So many incarcerated and previously incarcerated Alaska citizens have shared with me their stories and how our staff members' professionalism and care made a difference in their lives. Thank you all for helping the department to accomplish its purposes in changing people's lives for the better.

We need more staff. We need to build our team numbers back to what they once were. You all have the ability to help us achieve that, it just requires you to start a conversation. A challenge to beat my standing record has been made! There is a reward at stake, and the good people you help bring on will be standing shoulder to shoulder with us as we do what we do best.

Well, what are you going to do about it?

Bob Cordle

***The strength of the team is each individual member. The strength of the member is the team.***

Phil Jackson



Lemon Creek Correctional Center in Juneau, Alaska is currently recruiting Correctional Officers. To apply, go to [Governmentjobs.com/careers/Alaska/](https://www.governmentjobs.com/careers/Alaska/) and look for the statewide Correctional Officer I position.

Correctional Officers at LCCC Enjoy:

- Great Pay/Benefits
- \$10,000 signing bonus for first time applicants
- Financial Relocation Assistance
- Career advancement opportunities
- Premium schedule (7 days on/ 7 days off)
- Generous vacation leave
- Excellent training
- Great community to raise a family



For information, contact Lt. Irizarry at (907)465-6288. We look forward to working with you.

# ALASKA DREAMIN'

BY  
DARYL WEBSTER





# ALASKA DREAMIN'

BY

Daryl Webster

**M**y wife and I love to kick back and watch the world go by from our favorite window seats at Amalga Distillery, in downtown Juneau. It's open and airy, with a relaxed, friendly vibe. The refreshments are luscious and easy on the wallet. But best of all, the wall-length windows are perfect for people-watching and enjoying the weather without having to actually venture into it. A seasonal sample of our observations would look something like this:

- It's July and we are cool as coleslaw, but outside it is sunny and warm. Mount Juneau flaunts lush greenery and cascading waterfalls. People stroll by in short pants and t-shirts, distinguishable from out-of-towners, who are required by custom to wear parkas and floppy hats.
- Cut to September, as we dry our jackets on an unoccupied chair, while raindrops pelt the pavement and runoff spills from the awnings. Sidewalk people slog past in rain jackets and Xtratufs and even an occasional umbrella, which always provokes a shared conspiratorial glance. Even if it's raining buckets, *who actually carries an umbrella in Juneau?*
- January finds us snug and warm, while outside, snowflakes drift and swirl. Mt. Juneau resembles a wintery Matterhorn and hardy dog walkers now wear tourist parkas and no one thinks anything of it.

In magical moments like these I puzzle over the gulf between outsiders' perceptions of Juneau, and the reality of living here. One of the persistent challenges of recruiting for Lemon Creek Correctional Center is that living in Juneau is a prerequisite. Yet most of us who do are convinced that living in Juneau is the greatest perk of the job. Clearly, Southeast Alaska is not for everyone, but for those who get over the hump and stay long enough, it is the Promised Land. Sadly, many folks who'll never live here would fit right in, but they just don't know it. Others are constrained from trying by visions of raw weather and isolation, or by the ties that bind us to wherever we happen to settle. Still others stay awhile but the weather chases them off. So, given people's perceptions of our living conditions, what chance do we have of filling our ranks?

If Southeast Alaska seems isolated now, picture Juneau, before there was a Juneau, seen through the eyes of the first Native inhabitants, living in small, scattered villages along the rocky coastline. A brooding rainforest of giant spruce and hemlock overshadowed them, home to assorted megafauna and spirits, benevolent and otherwise. An unbroken line of mountains reared so abruptly, that standing at water's edge, they would crane their necks to see the peaks. Beyond the shore, islands and reefs dotted the narrow coastal channels and fiords, sometimes smooth as glass but prone to unpredictable storms.

Then, as now, the region that would one day become Juneau was usually cloud-shrouded and

dusky, its highlands deflecting the sun for much of the day, even in summer. Sea mists drifted inland and ascended the mountainsides, writhing and curling, sinuous as snakes. Streams and rivers beyond counting carved their way to the sea, teeming in their seasons with spawning salmon. Soon their carcasses would litter the creekbanks, scavenged by hungry bears, eagles and squabbling gulls.

Small wonder the early inhabitants saw spirits in the landscape or slipping beneath the waves. In their time and place, surrounded by thousands of square miles of wilderness, I might have seen them too. Juneau has that effect on people, even today, and though there are more of us here now, replete with houses and cars and a handful of roads, the wilderness of forest and sea, mountains and ice that encroaches upon us is so vast that it reduces our best effort at civilization to a small dot on an immense canvas. To thrive in Juneau, one must embrace its mystery and nature's immensity, because in the process of feeling so very small in this imposing land and seascape, we recognize the significance of our place in the greater world, and that place feels somehow .... right.

Isolation is both an irritant and a salve. Sure, Juneau is a small town, with no outside road access, and with adequate shopping and urban amenities, but just barely. When we pick up our children from school, we can't help noticing that every 5<sup>th</sup> urchin wears the same jacket, because we all buy them from the same store. The sandwich bread we bought a couple of days ago is looking the worse for wear and our favorite brand of milk is out of stock, but with a little luck, second or third tier brands might still be found, bread that will squeeze without crumbling and milk with a couple of weeks of remaining shelf life. But on the glass half-full side, who hasn't felt their pulse quicken at the sight of actual, hotdog buns still on the shelf? Toss one in the cart, and then, after glancing

around to make sure the coast is clear, snatch up the two remaining packs and make a run for the toilet paper aisle to see if there is anything there to pillage.

When one's former list of a dozen favorite restaurants is reduced to two, those two become quite precious. We learn to appreciate what we have, more than missing what we don't. Getting acclimated to inconvenience requires us to evolve, and most of us do, in large part because while we may be poor in conveniences, we are wealthy in companionship. Isolation and its byproducts eventually become a part of the routine and give us something in common to talk about.

The story is much the same with the people around us. A lot of folks like me came to Alaska from large metro areas, where we might shop in a supermarket, browse a mall, or go to a movie, and over the course of a year, never see a familiar face. But go anywhere in Juneau and we'll bump into a co-worker, a neighbor, or a fellow little league parent. Someone we know. And chances are it will be someone who watched our kids when we desperately needed a night out, fed the dog while we vacationed, shared hand-me-down school clothes, or loaned their chainsaw when ours went belly up. Isolation draws people together, because living up here is the ultimate team sport. So, even the most curmudgeonly among us find ourselves plowing the neighbor's driveway when his snow blower breaks or carpooling his boys to a scout meeting, and when we bump into each other at Sportsman's Warehouse, we wave and smile. We'll do it again with someone else a few aisles down, and you know what? After a while it doesn't even seem unnatural anymore.

But how about that weather, it rains here all the time! To be honest, it doesn't, just two days out of every three, with occasional pauses for a bit of snow. And Surprise! Rain is ... wet, and the moment we walk out the door, so are we. We

work in it, play in it, stroll around town in it, and eventually (almost) succeed in ignoring it. Rain and snowmelt provide Juneau with some of the most pristine drinking water on earth, feeding our forests and the rivers that draw the salmon, which with a little cunning effort and occasional failure wind up in our freezers for winter dining. Where rain is concerned, we think of it as liquid sunshine and dress for success.

Dealing with these quirks of Juneau life has a lot to do with one's expectations and life experience. I spent most of my life in hot climates. Central California was bone dry and blazing hot. Western Arizona was a blast furnace, so blistering that the pavement melted. Literally. And Oklahoma, where I lived for most of my career, was ... well, it was Oklahoma, which is to say it was what hell would be like after it was all used up and folks moved on to a cooler place with less humidity.

Juneau blesses us with the meaning of the seasons, all two of them. Winter is for skiing and snowshoeing, but also for shoveling and plowing snow in the wee, frosty hours before heading to work. In reward, a clear driveway evidences our ingenuity. Winter is chilly and dark. At its peak, we leave for work in morning darkness and return home the same way. Some people find the absence of daylight depressing, we find it relaxing, more so when the wood stove is stoked and crackling, and friends and family relax in the firelight, all of us dreaming of endless summer days to come.

Winters are long enough to get the snow-play out of our systems and by April, we're ready to move on. Summer is a mosh pit, packing long days with anything and everything that can be done outdoors, even in the rain, after being cooped up all winter. By the time the air starts to chill once more, it is time to welcome the falling white stuff, light up the woodstove, and get some rest. (I would mention Spring and Fall but they're too brief to register.)

So, here we are, living in an outdoorsman's vision of Heaven, employed at Lemon Creek Correctional Center, with good pay and crazy-flexible schedules, working with as interesting a collection of co-workers as I've ever seen and trying to figure out how to attract new people to fill our vacancies. We've had good luck recruiting Juneau residents, many of them family, friends, or people we bump into as we're out and about. But it isn't enough, and I believe our recruiting efforts must turn increasingly outward from our small market, provided we can overcome some significant hurdles.

First, relocating to Alaska is difficult and costly, requiring would-be employees from out of state to downsize their possessions and undertake a long journey from the lower 48. When we decided to come to Alaska with our two small children, my lovely wife was 6 months pregnant. I retired from a secure and well-paying job, we shed about half of everything we owned, and away we went, across the northern plains, then southwestern Canada, finally winding up in the Matanuska-Susitna Valley for several months. When I was offered a position at Lemon Creek Correctional Center, we hopped a ferry and made our way to Juneau and a hastily rented house "Out the Road." The rest is history, and we wouldn't trade that experience for anything.

Our journey was expensive, prior to any thoughts of hiring bonuses or housing assistance. It was a difficult trek, with the kids cooped up for days on end, camping out on the side of the road or in Walmart parking lots. There were one or two dicey episodes when we feared our third child might deliver early, in the middle of nowhere. It sounds tough because it was, and we couldn't have done it without a lot of humor, patience and risk-tolerance. But all of that eventually became *The Point* of it all. Living an epic life begins with that first, anxious step into the unknown. We weren't 19<sup>th</sup> century pioneers in a Conestoga wagon, but we got as

close to that experience as the 21<sup>st</sup> century allows, and that migration will be a part of our family legend, recounted long after we are gone, by our children to their grandchildren, the tale growing more hair-raising with each telling. You can't put a price on making history, but you must first choose to do it.

The second hurdle involves the necessity of drawing people to a challenging environment and linking them to a challenging occupation. Instead of fretting about people's perceptions of life in Alaska, perhaps we should focus instead on conveying reality to receptive ears. Living in Alaska is not everyone's cup of tea. Small town life lacks conveniences. Winter is chilly. Sunlight is scarce. Rain and snow are inconvenient and sometimes a little scary. Anyone who feels they must outlast these conditions as the price of living in Southeast Alaska will eventually move somewhere else. But these conditions are not ritual tests of our pain tolerance or even obstacles to be overcome, they comprise the rhythm of life that Alaskans were either born into or journeyed far to find. We need to reframe our narrative to appeal to those most likely to appreciate it.

The balance that forever tilts Alaskans toward our homeland, hinges on understanding that

nothing we consider "Good" can exist without reference to its opposite and nothing wonderful, as Alaska is truly wonderful, can be gifted. It must be earned through endurance and accommodation with all the extremes of light and darkness, summer warmth and winter chill, isolation and fellowship, and yes, even with the knowledge that we will occasionally wade in over our heads and emerge stronger and more confident for having survived to tell about it.

Alaskans are a rare breed and justifiably proud of it. We're also a generous people, always ready to extend a helping hand to newcomers because so many of us chased our dreams North and captured them here. At the Alaska Department of Corrections and particularly at Lemon Creek Correctional Center, we're looking for people who tilt as we do, people who work hard to play hard, and people who dream and dare to make their dreams come true.

**For more information about jobs with the Alaska Department of Corrections, see the recruitment page in this issue of the Lemon Creek Journal.**

# Voices from Lemon Creek: Here is what employees are saying about working at LCCC

*There is an elusive benefit that certain professions and workplaces produce. It's a benefit that once a person has experienced it, they will search it out, not only in their professional lives, but in their personal lives as well.*

*"Camaraderie"*

*Noun*

- 1. Mutual trust and friendship among people who spend a lot of time together.*
- 2. A spirit of trust and goodwill among people closely associated in an activity or endeavor.*

*Camaraderie is the word that best describes why I choose to serve at Lemon Creek Correctional Center. No one has ever said, "When I grow up, I want to be a Correctional Officer." But here I am. I'm here because of the camaraderie I have with my brothers and sisters at Lemon Creek. The pay and benefits are nice, they help keep food on the table and the bills paid. But make no mistake, it's the people I work with every day that keep me coming through the front gate. Trust, respect, and genuinely caring for each other are the irreplaceable benefits of serving at Lemon Creek Correctional Center.*

**Mitch Cook, Correctional Sergeant**

*Two and a half years ago, I was living in Minnesota desperately looking for a job good enough for me to move home for in the middle of a pandemic. So, when Officer Bruce Winslow suggested I apply to LCCC I was optimistically skeptical and had no idea what to expect... but I've really come to love a couple things about coming to work each day, more than just pay & benefits.*

*Foremost is the staff, it still surprises me that a group of people from all different ages, places, and backgrounds could have such solidarity. I know that when I need something done or I'm having an issue I can count on the people around me for support or guidance. It's a place where everyone around you wants you to succeed and we're all willing to help get you there.*

*Second is the environment, because although Lemon creek has a very regimented schedule, no two days are the same. And even if we often run into the same issues, no two circumstances are the same. This job can engage you both physically and mentally without becoming monotonous.*

**Coleman Adams, Correctional Officer**

*Lemon Creek Correctional Center is my second home, though the job itself can be trying at times, I wouldn't want to work anywhere else. The bond and relationships I have built over the years with co-workers is nothing I have ever experienced before. Knowing that they have my back and I have theirs gives you confidence and pride.*

*Being a female, I was a little hesitant at first, but over time that feeling subsided. I now have new Officers who look to me for advice and direction. I love being a mentor, answering questions and encouraging Officers to do better. Like I mentioned before this job isn't a cakewalk but when you have amazing people backing you up it makes Lemon Creek a pretty great place to work.*

**Sarah Jones, Correctional Sergeant**

*Though I only began my tenure at the Department of Corrections in October of 2022, I am no stranger to state employment. I have been a "state worker" for almost 5 years. In those years, I felt that something was uncomfortably amiss, and never felt like I was more than a seat that needed to be filled. That all changed when I became employed here at Lemon Creek Correctional Center. The day I took my first step into my position at the facility, I was immediately treated as if I had been a part of the team for years.*

*If I am not told I am appreciated, I am being made to feel that way with actions that far exceed words. It's been a nice change of pace to go from feeling like I have a "job" to feeling like I am establishing a career and doing so with individuals who build me up and give me all the tools I need to achieve success. LCCC is a "home" away from home. Not to mention, we have amazing potlucks. 😊*

**Krystal Bischoff, Administrative Asst.**

*Juneau is home to one of the most accessible, and well-maintained hiking trail systems in the US. Juneau's trail system is something I take advantage of quite a bit. Whether it be a short walk after work, or a longer trek on the weekend, there is a well-maintained trail for any occasion. In addition to the sheer number of hikes to choose from, there is a wide diversity in geography as well. One can trek through the Tongass National Forest, hike to a beach, walk through a meadow, go up a mountain, or view several of these types of landscapes in one trip. If you're lucky (or unlucky in some scenarios) there is a fair amount of wildlife viewing to be had as well.*

*Each summer, many Juneauites attempt to hike the five peaks: meaning to hike summits of Thunder Mountain, Mount Jumbo, Mount Juneau, Mount Roberts, and Mount McGinnis. Each of these peaks are between 3000- 4000 feet, and possible day hikes, albeit quite time, and energy intensive day hikes.*

*For anyone looking to experience the outdoors of Juneau on these terms, I always recommend the book, 90 Short Walks around Juneau, by Mary Lou King. Don't be deceived by the title. While there are great quarter mile recommendations in those pages, there are also 10+ mile 'short walks' mentioned as well. Certainly, there is something for everyone.*

**Andrew Shand, Mental Health Clinician**

*I came to Juneau and Lemon Creek Correctional Center for a lot of the usual reasons. I needed a steady check, good benefits and a retirement plan. LCCC has provided that and more. My children are flourishing in Juneau's schools, my family loves the area for all its beauty, and we find ourselves commenting almost every day or at least every drive how lucky we are to have landed in such a pristine, post card-setting place. Yes, it rains here, a lot, but it's our paradise.*

*LCCC has allowed our family to enjoy and recreate in all its natural beauty. We ski, boat, fish, hike, hunt and love watching the whales breach, watching as the glaciers evolve, and watching the bears playing. LCCC and its team have helped make Juneau our home. I couldn't ask to work with a better crew, and I appreciate the comradery and friendships I have made.*

**Chris Bennett, Correctional Officer**

*"Are you still working in the prison?" friends occasionally ask, then say, when I answer Yes, "You must like your job." That's when I invariably tell them that it's a surprisingly agreeable place to work...and add, It's the people. As an educator helping inmates get their GED, I confess it's rewarding to me when an inmate passes the last of four tests and experiences the satisfaction of their hard work paying off. I definitely take pleasure in their sense of accomplishment. But that outcome is only intermittent, and day in and day out what I like most about working at Lemon Creek is that the people I work with are good people.*

*There are those who have stereotypes of prisons as places where there's no respect for human dignity. That view aligns with their assumptions that Correctional Officers (Or "guards" in common parlance) are a bunch of brute-force loving Cro-Magnons, perhaps colored by the outsized and very distorted effects of the*

*Stanford Prison Experiment on the popular imagination. But this view is simply false. Ironically, those who protest loudest that inmates' humanity is trampled on by their guards, are often guilty themselves of denying the very humanity of those professionals who by and large do their difficult jobs while managing to uphold the DOC mandate to treat all inmates with respect and dignity.*

*The fact is, I'm treated well by the staff here, and that is precisely the same treatment that inmates receive: professionalism and respect. Considering how much of my waking life I spend at work, it is important to me that it feels like an uplifting and fundamentally decent atmosphere. The learning center where I spend my days is a site of respectful treatment of inmates toward me and each other, and of staff towards inmates and me. What's not to like about that?!*

**Paul McCarthy, Educational Coordinator**

**And finally, this from Lt. Ed Irizarry:**

What makes Lemon Creek Correctional Center the best place to work?

I have to say it begins with our staff. *Flexibility* comes to mind. We all understand that there is a lot of life outside of the job. While we have set work schedules, I have witnessed so many officers and staff willing to help one another cover shift minimums, so others are able to conduct important appointments or family events, such as their child's concert, sporting event or medical appointment. So many officers routinely step up, so that mothers and fathers are able to experience those moments that come just once in a child's growth. That flows right into how well our officers balance their family and work life. They create camaraderie amongst themselves, through team building activities and after work events that enable sociable coworkers to build better

relationships. The leadership here at LCCC encourages everyone to succeed and provides all the right tools to soar to new heights. Another of LCCC's greatest qualities is the open-door policy practiced by all leaders in the facility. This has created an environment where we can freely share our ideas. When you understand that your employer hears and sees you, you know you are valued. I know I feel valued here at LCCC.

To me, working at Lemon Creek Correctional Center is not just a job. It has become more than a career. It has become a family for me that evolved into a career. I enjoy coming to work each day and during each day, I am met with smiles, warm greetings, and a team atmosphere no matter the circumstances. I feel every day that our employees care for one another, and that is visible as they conduct their daily duties. I will leave you with a quote that sums up my experience and time with the LCCC Family.

***"I like being surrounded by people who have very little fear and very little respect for the past—not in a negative way, but in a positive way. They appreciate everything that's been done, but they constantly look for how to do it better. When you lead with what's possible, and how you create value for people, it's energizing. Being around that kind of energy and inspiration has allowed me to think bigger than I probably ever would have thought."***

Dan Rosensweig



# ADVENTURING IN ALASKA WITH THE FOLKS AT LEMON CREEK CORRECTIONAL CENTER



Superintendents Cordle & Webster at Deer Camp. Prince of Wales Island



Superintendent Webster, Deer Hunt, Prince of Wales Island



Sgt. Pavageau, Caribou Hunt near Cantwell



Maintenance Supervisor, Jake Scanlon, King Salmon, Juneau



**Sgt. Sarah Jones, Kayaking, Mendenhall Glacier, Juneau**



**MHC Andrew Shand, Upper Dewey Lake Trail, Skagway**



**Kitchen Foreman Cherie Wolfe and Ariel,  
Mendenhall Wetlands Dike Trail, Juneau**



**Sgt. Mitch Cook, Probation Officer III Scott Marnon, & Admin.  
Assistant Krystal Bischoff, Juneau Waterfront**



**Officer Chris Bennett & Family, Ice Cave, Juneau**



**Officer Bennett & Sgt. Pavageau, Eaglecrest Ski Area, Juneau**



**Lt. Irizarry, Grilling Dogs, LCCC Easter Picnic, Skaters Cabin, Juneau**



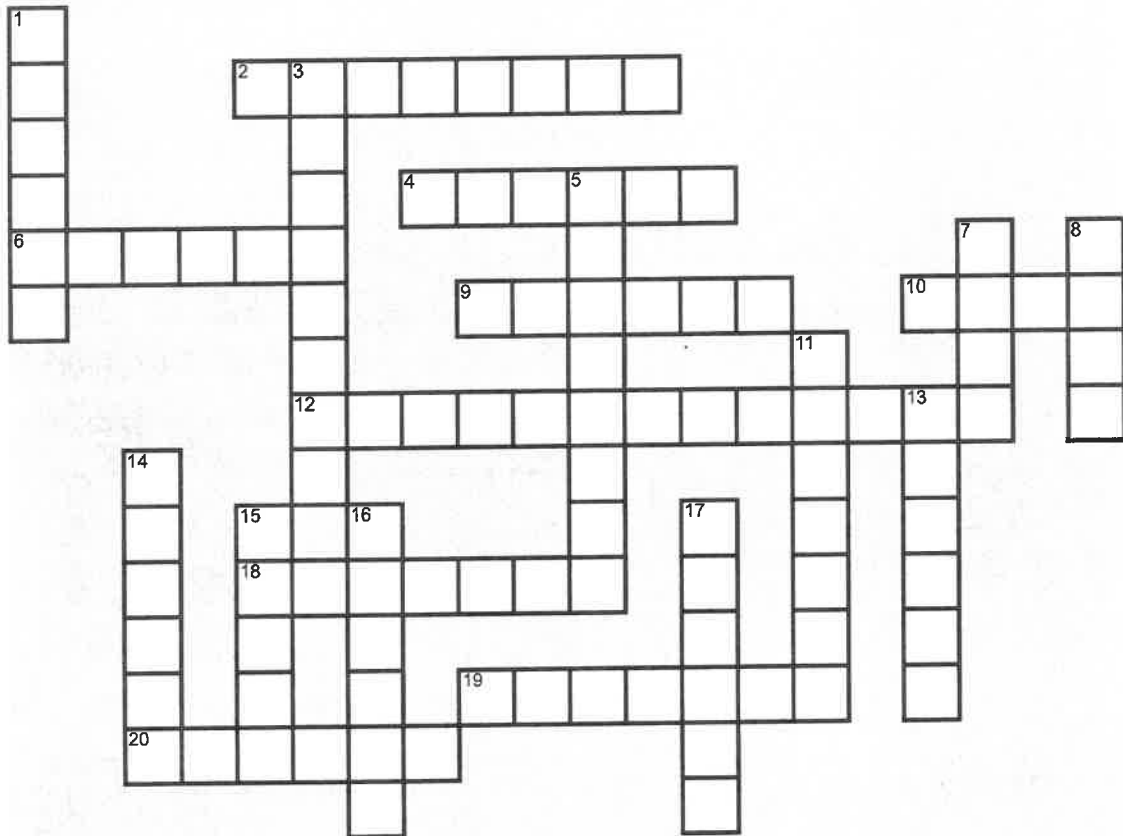
**Brown Bear & Fishermen, Sweetheart Creek, Alaska**

**LEMON CREEK CORRECTIONAL CENTER**  
**EMPLOYEE OF THE QUARTER**  
**COIV MITCH COOK**



We take great pride in announcing Lemon Creek Correctional Center's newest Employee of the Quarter, Sergeant Mitch Cook. When Mitch Cook was promoted to the rank of Sergeant in December, 2022, he was immediately assigned to the position of Training Sergeant, a notoriously difficult posting. Sgt. Cook has wasted no time rising to the challenge, both as a trainer and organizer, keeping mandated training current and providing additional training whenever necessary, even at very short notice. When something needs doing, Sgt. Cook gets it done. Case in point is the upcoming 2023 Lemon Creek Holiday & Awards Banquet, a project driven by a small group of very dedicated individuals who have invested their time, energy, and personal expense to boost morale and raise funds for the banquet by organizing LCCC's weekly luncheons. Every Wednesday, Sgt. Cook can be found cooking, setting up buffets, and cleaning dishes, always with a smile and all for a very good cause. He is motivated, dedicated, and tireless. Congratulations Sergeant Cook!

# Prisons in Movies & History



## Across

- 2 This movie made Devil's Island famous
- 4 This prison gave Johnny Cash the blues
- 6 Louisiana prison named after an African nation
- 9 Nick Cage crashed in this prison movie
- 10 Notorious prison in frontier Arizona
- 12 Most deadly prison of the Civil War
- 18 Movie inmate John Coffee's special power
- 19 Prison beneath a castle
- 20 Escape avenue used by POW's in The Great Escape

## Down

- 1 Favorite prison of Oklahoma hamburger fans
- 3 Famous U.S. Federal island prison
- 5 America's most musical prison
- 7 Movie inmate Cool Hand ...
- 8 This prison football movie was the longest...
- 11 This Juneau killer had feathered friends
- 13 Famous British prison, the Tower of...
- 14 Romeo might love this Illinois prison
- 15 Hardest working gang in prison
- 16 Movie inmate Andy Dufresne's profession
- 17 NY City's main island jail

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