

BILL SLAUGHTER
Montana Department of Corrections
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SENATE STATE ADMIN.
EXHIBIT NO. 1
DATE 1-31-05
FILE NO. _____

EDUCATION AND TRAINING

- F.B.I. National Academy, Washington D.C.
Completed 117th Session in June 1978
Credit for 14 semester hours of graduate study in Criminology
- Montana State University, Bozeman, Montana
B.S. Degree - Social Justice, Minor in Biology, June 1975
- Helena High School, Helena, Montana
Graduated in 1970
- Montana Law Enforcement Academy
Peace Officer Standards and Training Certification Basic, Intermediate,
Advanced, Supervisory, and Command Law Enforcement
Certified as Professional Instructor in 1984

BOARD MEMBERSHIP AND EXPERIENCE

- Montana Homeland Security Taskforce
- Montana Law Enforcement Academy Advisory Council
2001
- Montana Sheriff's & Peace Officers Association Board of Directors
1992 - 2001
- Montana Board of Crime Control
1992 - Present
- Board of Private Security Patrol Officers and Investigators
1991 - 1994
- 9-1-1 Administrative Board, Gallatin County
1995 - 2001
- Missouri River Drug Task Force
1992 - 2001
- FBI CJIS Board, Local Representative
1993 - 2001

LAW ENFORCEMENT EXPERIENCE

- 2001 - Appointed Director, Montana Department of Corrections
- 1998 - Ran Unopposed for Gallatin County Sheriff, third term
- 1994 - Ran Unopposed for Gallatin County Sheriff, second term
- 1991 - Elected Sheriff of Gallatin County
 - Performed reorganization of deputies/staff by assessment center method
 - Wrote and facilitated assessment center program
 - Revised department mission statement and evaluation systems
 - Guided Sheriff's Department toward full partnership in county government
 - Responsible for 34 deputies, 32 detention officers and support personnel
 - Responsible for Sheriff's Office, Detention Center, Drug Task Force and Search and Rescue budgets in the amount of \$3.2 million
- 1983 - 1990
 - Senior Lieutenant and Shift Commander
 - Supervision of civil and warrant division, dispatch of 10 members
 - Supervision of fleet maintenance, vehicle purchase
 - Responsible for maintenance and equipment budgets
 - Responsible for in-service and supervisory training
- 1979 - 1983
 - Patrol Division Supervisor and Shift Commander
- 1977-1979
 - Division Supervisor at Big Sky, Montana remote office
 - Responsible for West Yellowstone and Big Sky area deputies
 - Worked in coordination and cooperation with Madison County according to interlocal agreement
- 1975 - 1977
 - Detective, Gallatin County Sheriff's Office
 - Criminal Investigations
- 1972 - 1975
 - Deputy, Gallatin County Sheriff's Office
 - Performed Patrol, Dispatch, Civil and investigative duties
- 1971 - 1972
 - Served as intern with Bozeman Police Department

AWARDS AND RECOGNITION

- Promoted to Sergeant at age 25 and at present have over 15 years supervisory experience. Instituted department roll call and in-service training programs.
- Attended F.B.I. National Academy at age 27 and was one of the youngest appointees to ever attend.
- Guest lecturer at Montana Law Enforcement Academy for past 15 years; course instruction in Patrol Management, Patrol Techniques, Tactical Situations, Threat Response and Critical Situation Trauma. Developed and instructed the first class on Mental Conditioning for Law Enforcement Officers.
- Served as Montana Sheriff's & Peace Officers Legislative Chairman for past 5 years.
- Public Safety & Homeland Security Advisor to Governor Martz.

PERSONAL DATA

- Age 52, Excellent Health
- Hobbies, Diversions: fishing, woodworking and team roping

REFERENCES

Judy Martz
Former Governor, State of Montana
119092 Juniper Acres
Silver Bow, MT 59701

Mike McGrath
Montana Attorney General
P.O. Box 201401
Helena, MT 59620-1401
(406) 444-2026

Karl Ohs
Former Lt. Governor, State of Montana
5613 Rainbow Dr.
Helena, MT 59602
(406) 227-5598

Errol "Red" Wilson
Lt. Col., Army, Retired
10209 E. Moonshadow Way
(480) 288-6464

Bill Westfall
Gallagher-Westfall Group
Box 693
Jasper IN 47547-0693

Accomplishments Under Director Slaughter

1. Re-constituted the DOC Advisory Council in 2001 to assist in setting priorities and direction for Montana's correctional system. The council is chaired by Lt. Governor Karl Ohs and includes membership from legislators, law enforcement, criminal justice, victims' advocacy, and other key stakeholders.
2. Launched the Correctional Offender Network (CON) web site, which allows anyone with Internet access to find information on an offender in the state correctional system. Statistics show that this is the most visited web site on the state network, averaging 600,000 hits per month.
3. Completely mitigated a potential \$10 million cost overrun in FY03 with no need for supplemental funding from the Legislature. Initiated a program of conditional release, whereby offenders sentenced to the Department of Corrections and currently incarcerated were screened for possible transfer to community supervision. Almost 1,000 offenders were screened, over 700 were approved and transferred, and their return rate is on par with our overall recidivism rate. In essence, the Director was able to initiate a program to reduce reliance on taxpayer dollars while not unduly compromising public safety.
4. Reorganized the Department's management team and created a Youth Services Division. This was necessary in order to provide a clear and consistent message regarding the important juvenile crime issues facing our state, and to ensure that we afford youth under the Department's care the opportunity to plan for a successful and productive life. Pine Hills Youth Correctional Facility and the Juvenile Parole Bureau have both achieved national accreditation by the American Correctional Association (ACA).
5. Initiated a new six-month intensive treatment program for felony DUI offenders at the Warm Springs campus. Previously, these offenders served up to 13 months in prison. Now, utilizing a therapeutic community model, offenders undergo intensive treatment for 180 days, to be followed by up to five years community supervision. The overall success rate of the program is currently over 70%, meaning over 7 in 10 offenders have yet to re-offend upon completion of this program within its second year.
6. Transformed a regional prison into a short-term assessment and sanction center. This allows offenders committed to the Department a place to be screened and assessed prior to making a final determination of placement, as well as allowing probation and parole officers a secure setting in which to sanction offenders for violating rules of their probation. Both uses allow the Department to avoid placing offenders in long-term prison beds when viable community options exist, or when a short-term hard cell bed is necessary to correct inappropriate behavior by an offender. Thus far, 72% of offenders admitted to the assessment center are diverted into community programs.
7. Completed construction of a new wing at Montana Women's Prison, boosting the capacity from 70 to 205 inmates. Also oversaw implementation of the Intensive Challenge Program at MWP, an alternative to long-term incarceration in a prison setting. Female inmates accepted into the paramilitary "boot camp" work, attend

programming and perform physical exercises daily for 3-4 months. Those who succeed in the program may qualify for sentence reduction or community placement.

8. Modernized the license plate factory under the Montana Correctional Enterprises program (MCE) to allow production of computerized graphic designs for the new digital or flat plate license plate system. To date, over \$480,000 has been raised for organizations through the sale of their specialty plates. Over 26 specialty plates have been designed to date, with new applications arriving weekly.
9. Streamlined the Health Services operations in order to provide quality health care in a more cost-effective manner.
10. Served as a fine leadership example in Corrections by challenging his employees to find innovative ways to serve our mission in these tight times; by inspiring a shared vision of corrections; enabling others to act; modeling the way; and encouraging the heart. In short, a man of principle and conviction who will listen, then act.