



THE DOC EAGLE

"Soaring to Greater Heights of Excellence"

Volume 1, Issue 2

April, 2002



A Message from the Commissioner...

Welcome to the second issue of our employee newsletter. As you can see, we now have an official title as a result of our contest. We chose *DOC Eagle: Soaring to Greater Heights of Excellence* because it represents in a powerful image the ultimate goal of the Department and you, our employees. Congratulations to our winner, **Kathy Sebolt**, and thanks to all of you who submitted an entry. It was clear from each entry that thought and care were put into the message that you wanted this communication to deliver.

Establishing an employee newsletter was very important to me because I believe it provides a special venue for recognizing employees in a very public forum. Also, it's invaluable as a vehicle for providing relevant information that keeps you an informed part of the entire Corrections family. I've been very pleased with the positive feedback from our first newsletter, yet I still want to hear from you if you see a way it can serve you even better.

I hope that you'll have an opportunity to see and hear another message from me in a video that expresses my appreciation and recognition of all that you do for the Department. In it, I'm extending my thanks as we recognize Correctional Officers Week, Nurses Week and Georgia Employee Recognition Week during the period May 6th through 12th. You are the heart and soul of Corrections and the reason we're an exceptional organization. I'm proud to be a part of your team.



Jim Wetherington
Commissioner

A Little About our Winner...

Kathy Sebolt, Training Manager for Facilities Northern Region, is the winner of the "Name the Newsletter" contest. Kathy started her career with Corrections in 1985 at Arrendale State Prison and worked at several facilities before joining the Training Section. Bravo to Kathy for her originality. Commissioner Wetherington will be visiting the North Georgia Regional Training Academy in the near future to take Kathy for her victory lunch.



Kathy Sebolt is the winner of the "Name the Newsletter" contest

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PROGRAMS DIVISION: *Helping Those Who Want to Help Themselves*

Commissioner Wetherington created the Programs Division in the Spring of 2001, putting medical services and offender programming into a new division. One mandate is to provide effective, research-based programming to inmates and probationers who want to help themselves. A goal is to reduce recidivism by targeting educational and work opportunities, coupled with cognitive-based programming specifically designed to change criminal thinking and behavior.

According to Program Director **Beth Oxford**, “the goal of the division is to deliver health services and to create a seamless system to afford offenders the opportunity to become productive, law-abiding citizens.”

The implementation of two programs has been the first major “What Works” initiative for the division and early indications point to success. The Reasoning and Rehabilitation (R&R) program was the first to be introduced, with 60 staff from 30 different sites around the state being selected as R&R “coaches.” These coaches, comprised of facility counselors and probation officers, spent several months preparing for the April 1st start date, including an intensive week of training earlier in the year.

The Prime for Life program, introduced this month as a possible replacement for Substance Abuse 101, will be piloted at 11 sites around the state. Twenty staff from these sites completed the training at GPSTC on April 11, 2002 and will conduct the first groups in July. This program utilizes the same curriculum that the DUI schools have used with proven success in our communities.



DOC employees receive training as R&R coaches



“The success of any program depends, first and foremost, on the commitment of staff” said Commissioner Wetherington, who added, “Their work ultimately decides the level of effect they have on the offender population. We are very fortunate to have selected enthusiastic and committed staff to implement these new programs. We expect nothing less than overwhelming success as a result of their efforts.”

Rhonda Tillman (left) a Program Development Consultant, assists in training

5th ANNUAL GOVERNOR’S PUBLIC SAFETY AWARDS

Submit Your Nominations by July 12

It’s time to start thinking about employees of our department who you would like to nominate for the Governor’s Public Safety Awards. The program, started in 1998, recognizes those POST certified employees who contribute to the profession through their heroism, outstanding deeds or exceptional job performance. The deeds or performance must have occurred during the time period 7/1/2001 through 6/30/02.

Nominations must be approved by your chain of command, including the division office, and reach the Human Resources Division Office by the end of the business day on Friday, July 12, 2002. See your manager for details.

Professional Management Program (PMP) – Preparing Us for the Future

The Professional Management Program (PMP), started in October 2000, is another one of our training programs designed to train future leaders of the Department. The training is primarily for those employees who have completed the Basic Management Training Program and are interested in additional coursework in criminal justice and corrections. The PMP is a product of our partnering with Columbus State University.

Several aspects of the program make it different from traditional departmental training. The program is a five module, 25-day, 200-hour course of study covering numerous topics in the corrections field. Those selected for the program and who have not already completed significant amounts of college course work in criminal justice are entered into the School of Criminal Justice at Columbus State University. These students will receive three hours of semester credit for every module completed. HOPE Scholarship pays for tuition and books of qualified employees. The Department considers class and travel time as work time as well as allowing use of state vehicles, if available.

Several departmental managers spend time away from their jobs to be trainers for this program. They include **Rick Jacobs, Michael Nail** and **Curtis Scott**. The Commissioner and Assistant Commissioner attend as many of the classes as possible to give their perspective on management responsibilities with our Department.

Those who have graduated from the program are very positive about the benefits. **Curtis Morning**, Unit Manager at Metro State Prison, states: “Module Three taught me to expect success and remain optimistic about the outcome of my goals, despite any and all temporary setbacks or disappointments. It’s truly a great program.” **Alexis Chase**, Warden at Washington State Prison, explains: “The Professional Management Program has given me a requisite for a core management reference. My career goals were enhanced because of the program and implemented in my daily management style.”

PMP currently has 71 students enrolled. Sixty-eight employees are enrolled for classes that begin fall semester. If you are interested in the program, talk to your manager or call Training at 404-244-5182.

The graduates from the inaugural program are:

<i>Tony Henderson, Unit Manager Georgia Diagnostic & Classification Prison</i>	<i>Sandra Moore, Deputy Warden Georgia State Prison</i>	<i>Lawana Grimes, Lieutenant Baldwin State Prison</i>
<i>Curtis Morning, Unit Manager Metro State Prison</i>	<i>Hilton Brandful, Lieutenant Lee State Prison</i>	<i>Charles Rogers, Lieutenant Dodge State Prison</i>
<i>Elaine Smith, Deputy Warden Burruss Correctional Training Center</i>	<i>Moses Daniel, Lieutenant Southwest Probation Detention Center</i>	<i>Thomas Ammons, Deputy Warden Montgomery State Prison</i>
<i>Carl Evans, Captain Scott State Prison</i>	<i>Stacey Stone, Lieutenant Wilcox State Prison</i>	<i>Dane Dasher, Captain Rogers State Prison</i>
<i>Bertice Ivey, Lieutenant Metro State Prison</i>	<i>John Huggins, Deputy Warden Arrendale State Prison</i>	<i>Randall Holden, Deputy Warden Ware State Prison</i>
<i>John Sellers, Assistant Superintendent Treutlen Probation Boot Camp</i>	<i>James Payne, Manager Communications Center</i>	<i>Rodney Cotton, Deputy Warden Dooly State Prison</i>
<i>Alexis Chase, Warden Washington State Prison</i>	<i>Richard Smith, Assistant Superintendent Rockdale Probation Detention Center</i>	<i>Samuel Dotson, Captain Rutledge State Prison</i>

OPERATION “NOBLE CAUSE”

Very few people living in Georgia, or anywhere in this country, could have missed the reports of the gruesome discovery this year at the Tri-State Crematory in Noble, Georgia located in Walker County. Detailed descriptions of the search for and recovery of human remains became part of the daily local and national news. You may have seen pictures of some of the very heroic state employees working together to complete the unspeakable task of uncovering human remains. A number of these exceptional state employees came from the Georgia Department of Corrections.

In mid February, the Department received a request for assistance in Noble from the Georgia Bureau of Investigations and the Georgia Emergency Management Agency. Employees from the Probation Division and the Facilities Division worked at the crematory site for approximately two weeks. Probation personnel from the Northwest Probation Region and Facilities personnel from the fugitive squad and canine teams greatly assisted in every phase of the operation. These officers assisted by searching for, excavating and transporting human remains, clearing debris from possible burial sites, and providing security for the Joint Operations Center.



A truckload of grim-faced Georgia Department of Corrections Canine Handlers pass by Roy Marsh Road as they head into the Tri-State Crematory for another day of work at the site.

*(Pictured on front row L-R is: **Ronald Parson** and **Jerry Clark** of LASP. Back row L-R is: **Franklin Dodd** of LASP, **Brad Johnson** and **Scott Abercrombie** of PSP. Photograph published in the Atlanta Journal Constitution*

The collaboration of our DOC employees contributed immeasurably to the recovery of 339 human corpses that had been improperly disposed of. Their work not only assisted the GBI with the gathering of evidence, but also brought much relief to many families directly affected by this tragic and inconceivable event.

In order to help employees deal with this very disturbing work, **Jim Durden**, Chief Counselor at Walker State Prison, conducted a critical incident debriefing for the Probation staff. He was assisted by **Michele Yarber**, a CO from Walker. **Woodrow Hudson**, head of chaplaincy services, attended the debriefing and visited the site at Noble, where he provided counseling assistance and led group prayers. Look to page six for a listing of all DOC staff members who participated in “Operation Noble Cause.”

SAFE DRIVING: It's Everyone's Responsibility

Remember that safe driving is an important part of our public safety responsibilities. Whether you are driving a departmental vehicle or your personal car, you should concentrate on being careful, courteous and responsible. One of the lives you save may be your own.

AROUND THE STATE...



A trainer at Johnson State Prison, **Shawn Wombles** (right) was featured with his wife and son in the December 28—30, 2001 edition of the USA Weekend Magazine. Shawn's son, Rhett, was featured as one of 6 babies born on September 11, 2001. **Shawn** has another connection to the day's events as he serves as the Johnson County Emergency Management Director, as well as a volunteer fire-fighter.



Ernestine Moore (above), CO at Metro State Prison, also obtained celebrity status in the press. A full-page picture of Ernestine was included in the annual "What People Earn" article in the June, 2001 issue of Atlanta Magazine. As a result of this article, she was included in the March, 2002 Parade Magazine article showing salaries across the nation.

Vaughn Andrews, a Community Service Probation Officer in the Special Supervision Unit in Atlanta, is leading a community effort to clean, revitalize and maintain an old cemetery in northwest Atlanta. The cemetery was owned by the James L. Mason Methodist Church, the only Atlanta church where blacks and whites openly worshipped together immediately after the Civil War. **Vaughn** obtained assistance with the project from the Georgia Department of Transportation, the District Office of the United Methodist Church, and Mr. Robert Lumus, owner of Lumus Wood Company.



Al Spears, is a Personnel Analyst 3 in Central Personnel Administration. Also the Georgia Veterans of Foreign Wars (VFW) State Inspector, he recently participated in a ceremony with State VFW Adjutant Richard Branson (center) during which they donated 12,000 Operation Uplift calling cards for use by the ground forces in Afghanistan. The Georgia VFW made the donation as a morale booster, and Lieutenant Colonel Will Garner (left) of the Third US Army, Ft. McPherson accepted the cards for the deployed personnel. **Al** (right), who is also a former probation officer, served in Vietnam, Africa, and the Persian Gulf during a 25-year military career.

George D. King, CO at Burruss, was promoted February 6th to First Sergeant, 94th Aeromedical Staging Squadron at Dobbins Air Reserve Base. **George** has over 14 years in the Air Force, with eight years in the reserves. At the age of 33, **George** is one of the youngest senior non-commissioned officers and the youngest First Sergeant at Dobbins. **King's** squadron is a 210 member unit responsible for the wounded. Congratulations, Sergeant King!

Tim Williams, Training Manager for all DOC training academies, including the Georgia Public Safety Training Center, is also deserving of congratulations for his military promotion. **Tim**, one of our deployed employees, was promoted to Lieutenant Colonel in the Army Reserves in February. Congratulations Colonel Williams!

Rutledge State Prison is working to improve correctional officer job satisfaction through increased knowledge and skill. The officers pictured (right) have been selected to serve at the facility as field training officers (FTO). The newly implemented program will allow new graduates from BCOT to apply their newly learned skills while under the supervision of an FTO. The six-week program involves working two, six-day cycles on each shift while being mentored, coached, and evaluated by an FTO.

Pictured left are Front Row (L to R): **Michael Fortson, Robert Williams, Cynthia Collins, Rhonda Davanport, and Cynthia Jones.** Back Row (L to R): **Ed Rollins, James Inman, James Johnson, and Terry Brooks.**



Operation “Noble Cause” (cont. from page 4)

The Commissioner and the Department deeply appreciate the work of the following staff who aided in the cleanup operation in Noble, Georgia. They are as follows:

Probation Division

Northwest Region Office

Linda Silva, Regional Training Comp. Coord.

Appalacian Judicial Circuit:

William Faucett, Surveillance Officer

Roddy Turner, Surveillance Officer

William Hellerstedt, Probation Officer II

Kristi Payne, Probation Officer I

Cherokee Judicial Circuit:

Eric Barber, Probation Officer II

Dan Fox, Probation Officer II

Holly Davis, Probation Officer I

Judy Hawley, Probation Officer II

Richard McAfee, Intensive Probation Officer

Buddy Wilson, Surveillance Officer

Mike Fowler, Probation Officer II

Billy Bearden, Probation Officer III

Todd Burgess, Probation Officer I

Stan Cooper, Chief Probation Officer

Conasauga Judicial Circuit:

Rebecca Burse, Probation Officer II

Cindy McClure, Chief Probation Officer

Coweta Judicial Circuit:

Allen Coody, Probation Officer II

Laura Stanford, Probation Officer II

Douglas Judicial Circuit:

Eric Gay, Probation Officer III

Scott Roberts, Surveillance Officer

Lookout Mountain Judicial Circuit:

Frank Wood, Probation Officer II

Scottie Hedden, Surveillance Officer

Brent Martin, Probation Officer II

Bo Payton, Probation Officer II

Robert Gross, Probation Officer II

Bobby Viers, Probation Officer II

Sheila Logan, Probation Officer II

Rome Judicial Circuit:

Patti Foster, Probation Officer II

Phil Smith, Surveillance Officer

Tiffany Taylor, Probation Officer

Joan Kirkpatrick, Probation Officer

Tallapoosa Judicial Circuit:

Jimmy Tipton, Surveillance Officer

Scott Dean, Probation Officer III

Jamie Harris, Probation Officer I

Charlotte Harkins, Probation Officer I

Tony Mitchell, Probation Officer II

Facilities Division

Ricky Myrick, Manager, Special Operations

Jeff May, Fugitive Agent, Fugitive Squad

Keith Lank, Fugitive Agent, Fugitive Squad

Tom Caldwell, Fugitive Agent, Fugitive Squad

Bob McKim, Canine Handler, Arrendale SP

Scott Abercrombie, Canine Handler, Phillips SP

Brad Johnson, Canine Handler, Scott SP

Heath Whited, Canine Handler, Hays SP

Tom Parker, Canine Handler, Hays SP

Terry Rodgers, Canine Handler, Hays SP

Stan Wicks, Canine Handler, Metro SP

Adam Doss, Canine Handler, Dodge SP

Ronald Parson, Canine Handler, Arrendale SP

Franklin Dodd, Canine Handler, Arrendale SP

Jerry Clark, Canine Handler, Arrendale SP

Dwayne McIntyre, Canine Handler, GD&CP

Greg Faircloth, Canine Handler, GD&CP

David Turner, Canine Handler, Central SP

HERE'S TO YOU!

May 6th through 12th has been specially designated to give statewide honor to each of you who work for the State of Georgia. Separate proclamations have been issued by Governor Barnes declaring it “Correctional Officers Week,” as well as “Nurses Week” and “Georgia Employee Recognition Week.” The Board of Corrections has also issued resolutions honoring the work that you do for this Department.

“There are more than 14,000 employees working for the Department of Corrections, and each of you performs a critical task that enables us to meet our mission,” said Commissioner Wetherington. “Whether you’re a CO in one of our facilities, a nurse in our medical operations, or in any job throughout our Corrections family, each of you is a very important part of our agency. I am very grateful for each of you and the work you do.”

Let’s all join with the Commissioner and take the time to thank each of our fellow employees who do so much for Corrections and the people of Georgia.

RECENT RETIREMENTS: *Thanks for Your Years of Service!*

The following list includes the employees who retired in December, 2001 through March, 2002. We wish these employees the very best in their new endeavors.

Effective December, 2001:

Carolyn Austin, Mens SP
Ronald L. Bowman, Special Ops./DEA
Ali A. Buchanan, Jr., Central SP
Hiram Max Conner, Montgomery SP
Talmadge Dopson, Jr., Joe Kennedy Farms
Janet L. Foster, Smith SP
Franklin Carlo Garbett, Southwest DC
Herschel E. Grier, GD&CP
Katherine V. Hawkins, Baldwin SP
Colen Lee Horne, Montgomery SP
William Legrant, Jr., Montgomery SP
James R. Lynn, Rutledge SP
Joyce W. Parrish, Augusta SMP
Edwina Pfluger, GSP
Bertice R. Reaves, Telfair SP
James Rufus Tidwell, Rutledge SP
Joyce R. Warren, Rivers SP
Joe Perman Waters, GSP
Edwin W. Westbrook, Lee SP
Claudia B. Wyatt, Hays SP

Effective January, 2002:

Cecil Armour, Arrendale SP
Ray L. Bohannon, Arrendale
Janette W. Clarkson, Cobb Circuit
Larry G. Collins, Rogers SP
Nadine H. Colvin, Ware SP
Lawrence Candler Cross, GD&CP

William Louis Danforth, Telfair SP
Jane P. Dopson, Macon SP
Ann L. Fuss, Inmate Administration
Richard W. Hagen, Sr., Homerville SP
Elaine T. Kennedy, GSP
Sophia Pearl Kitchens, Macon Diversion Ctr.
Beverly A. Koon, Scott SP
Ernest L. Kuhns, Houston Circuit
Barry P. Ladd, Northeast Circuit
Carlton A. Lewis, Rogers SP
Donald Wayne Morrow, Lee SP
Richard H. Nelson, Flint Circuit
Willard Owens, Mens SP
Linda W. Sharpe, Middle Circuit
James C. Williams, Lee SP
William H. Wilson, Augusts SMP

Effective February, 2002:

David Davis, GSP
Henry P. Friend, Rogers SP
Gail D. Hammock, Cordele Circuit
Freddie L. Hartry, Jr., Mens SP
Larry Eugene Hill, GSP
Cheryl M. Holcomb, Enotah Circuit
Alvin Mitchell, Augusta Diversion Ctr.
Wallace R. Moore, Ocmulgee Circuit
Freddie Parks, Scott SP
Jesse E. Sieck, Arrendale SP
Leondraus Simmons, Central Detention Ctr.
Talmadge L. Todd, Jr., Rogers SP

Kathleen W. Todd, Waycross Circuit
Ricky D. Trull, Rogers SP
Robert J. Wiczorek, Stone Mountain Circuit

Effective March, 2002:

Jimmie R. Baker, Rome Circuit
Marvin D. Besson, Western Detention Ctr.
Harriette Sheryl Brewer, Alcovy Div. Ctr.
John H. Clarke, Rutledge SP
Johnny R. Collins, GSP
James Henry Flowers, Columbus Div. Ctrs.
Maxine B. Frazier, Scott SP
Gilchrist N. Garrett, GD&CP
William Warren Grimsley, Macon SP
Martha Light, Phillips SP
Claude McCann, Sr., GD&CP
Garvis E. McElroy, Arrendale SP
Jack E. Neumann, Rivers SP
Thomas Joey Perdue, Rivers SP
Larry T. Powell, GSP
Doris W. Purcell, Hays SP
Charlotte P. Swaney, Personnel
Bobby Gene Tanner, GSP
Craig A. Tatro, Inmate Construction
Augustus Tiller, Metro SP
William L. Usic, Valdosta SP
Bland D. Wagers, Rogers SP
Bradley Eugene Watson, Hays SP
Joseph Thomas, Williams, West Ga. Det. Ctr.
Toney E. Williams, Ga. Corrections Academy

IT'S THAT TIME AGAIN: BENEFITS OPEN ENROLLMENT

It is Open Enrollment Time - the time of year we can make changes to our benefits. There have been a number of improvements to our benefits resulting in changes to our options, so please read the information you received with your form and attend the benefits fair in your area.

Enter your forms electronically. Go to www.gabenefits.org. The system takes you through the enrollment process and tells you what additional forms are necessary. Instructions are provided in the *I Choose* booklet that you all received.

Don't miss out. Those wishing to pick up life, short term or long term insurance must have an evidence of insurability form completed. Get the required UNUM form from your personnel office or representative. Last year hundreds of employees wishing to get the insurance could not because they did not submit the form.

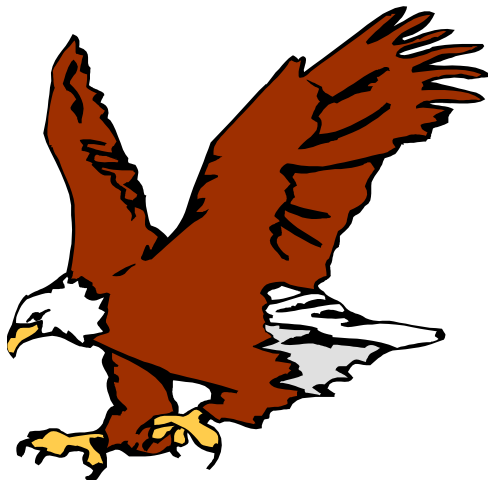
Our Health Maintenance Organization options are expanding. Now, 118 counties in Georgia are covered by our HMO's. Aetna is no longer a part of our benefits program but the state has added United Health Care and Cigna.

SAVINGS BOND DRIVE

The Savings Bond Drive for 2002 takes place this spring. Your personnel office can provide you information on offerings and how to buy them through the payroll savings plan. To complement the Series EE Savings Bond, the state is now offering the inflation-indexed I Bond that earns an adjustable interest rate that keeps your savings growing over and above inflation for up to 30 years. This means a rising cost of living won't erode your purchasing power. Do something good for yourself and the country – buy a bond.

E-MAIL ETIQUETTE

- 1) Keep messages short and to the point.
- 2) Provide accurate descriptive subject lines.
- 3) Proofread your message before sending and be aware of the emotion you might evoke.
- 4) Check for misspelled words.
- 5) Adhere to the traditionally accepted rules of upper and lower case letters. All uppercase letters reflect anger and shouting.
- 6) Keep punctuation marks at a minimum.
- 7) Use abbreviations sparingly. Regular Internet users use abbreviations to express emotion but these will not be understood by the average user.
- 8) Use paragraphs and leave a blank line between them.
- 9) Be prompt in returning messages.
- 10) Delete unwanted messages immediately because of storage space and empty your email trash to remove them from the system.
- 11) Reply to a message sent to you. Do not begin a new message because the complete thought may be lost.
- 12) Do not send large or numerous attachments that might crash the system.
- 13) There is no such thing as e-mail privacy. E-mail may be misdirected, hacked, or monitored and could lead to disciplinary actions.
- 14) Never open an email from outside the Department unless you are sure of its origin. Viruses may infect everyone from one careless action.



This newsletter is available on the web at www.dcor.state.ga.us

Those with stories of
interest should contact:

Peggy Ryan, Director
Human Resources Division

Phone: 404-656-4603

Fax: 404-463-3324

E-Mail:

ryanp00@dcor.state.ga.us