



THE GDC EAGLE

"Soaring to Greater Heights of Excellence"

Volume 4, Issue 1



TRANSFORMATION CAMPAIGN MILESTONES ACHIEVED:

MILLEDGEVILLE CHOSEN FOR PEACH STATE HOUSING PILOT

Concern for Georgia Department of Corrections employees initiated a project that is now coming to fruition. GDC employees will soon have a wider variety of affordable housing available in their area of the state. On March 24th, at a ceremony at the State Capitol building, the project moved into a new phase with The Riverway Developers L.L.C. signing a contract to purchase 63.4 acres of land in Milledgeville, Georgia for the first "Peach State Housing Initiative" neighborhood development. *(Article continued on page 3- Peach State)*

Peach State Housing Initiative



HISTORIC PRISON INDUSTRY ENHANCEMENT (PIE) LEGISLATION APPROVED

The PIE Program is a federally certified program created to encourage state and local governments to establish employment opportunities for prisoners that approximate private sector work opportunities. The program is designed to place inmates in a realistic working environment, pay them the prevailing wage for similar work, and enable them to acquire marketable skills to increase their potential for successful rehabilitation and meaningful employment upon release.

The program exempts state and local correctional agencies from normal restrictions on the sale of prisoner-made goods in interstate commerce. The U.S. Department of Justice's Bureau of Justice Assistance administers the PIE Certification Program through its Corrections Branch. Each certified program must be determined to meet certain statutory and guideline requirements. Forty-one states and jurisdictions have been certified. HB58 has

been passed by the Georgia Legislature, which authorizes GDC to seek federal PIE certification.

Hundreds of inmates leave prison with experience and skills gained through working in GCI. Using part of the profits made through GCI, we are contracting with free world job placement to place these specially trained inmates in industries and companies where their skills can be put to good use.



(Article continued on page 3 - PIE)

GDC wishes to express gratitude to our employees who are members of the National Guard and Reserves. A special thanks to those who are currently deployed in locations around the world. Thank you for your service to your country. We anxiously await your safe return home.

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Transformation Campaign Plan Update



Agency Alternative Sentencing Centers

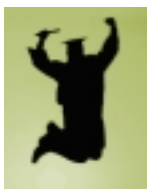
The DRC concept offers a unique partnership between GDC and Pardons and Paroles. Both agencies pursued grants to expand the DRC concept and are now working together in Rome, Tifton, Macon and Clayton in a joint effort to divert offenders from prison sentences. See *Day Reporting Centers Open* - page 6



Daycare Initiative Underway

Under the Parent/Child Initiative, a proposal has been drafted for a comprehensive daycare center, utilizing the **Milledgeville** prison complex as the pilot program. This initiative will bring decent, affordable daycare on-site to GDC employees. The Goal is to open the center in FY 2006.

See *Parent/Child Initiative* - page 7.



Employees Awarded Education Incentive

Georgia Department of Corrections employees will be rewarded for obtaining their degree effective July 1, 2005. The agency has implemented an Education Incentive that will begin paying agency employees for obtaining college degrees.

See *Education Incentive* - page 9



Wellness Initiative gets a fast start

Fitness Centers are opening at Metro SP. and in Milledgeville. Aerobics classes are offered twice weekly at the Twin Towers. Evidence can be seen for the development of a culture of Fitness for GDC. See *Fitness articles* - page 10



Commissioner's Message

My last message to you in the *GDC Eagle* newsletter reflected back on our accomplishments during our first year together serving the State of Georgia. My travels across our great state allowed me to see first-hand that this department is exploding with talented employees who exemplify the three P's of Purpose, Passion and Performance in their pursuit of our mission.

It is clear that the employees are the foundation of Georgia Corrections. Your job is a difficult one but it does not stop you from demonstrating excellence on the job every day. This Excellence was epitomized at a luncheon held during the first week in May. This luncheon was part of the celebration of Public Employees Recognition Week. The event brought together Governor Perdue, State Agency heads, and others to honor State government employees who had been nominated and selected for one of 8 award categories. I am thrilled that we were able to gather GDC's best and that they were provided the statewide recognition that they deserve. **Georgia Correctional Industries Corporate Safety Committee** was recognized as the winner of the statewide Safety Award. The **GDC SSU Counseling Team in Atlanta** was recognized for the Team Award in the Honorable mention category. **Mr. Larry Brown, Fire Safety Compliance Officer – GDC Fire Services** and **Mary Ellen Proffitt Barnes – Ware S.P.** were each recognized in the honorable mention category for the Heroism and Humanitarian Awards respectively. Thanks to each of you for representing GDC so well.

As you review the articles in this publication you will see some of the organizational change that is taking root in GDC. It is an exciting time for all of us. Now, we are well into our second year. We will build on the foundation that we have created together. This year marks the beginning of the implementation of the transformation of Corrections. Change is inevitable and I am excited to stand with you facing the challenge of the change that is before us.

Finally, I am honored to serve along side the men and women of this Department who, in spite of having one of the State's toughest missions, continue to do their jobs in a quiet, civil, and professional manner. Georgia is a safer place to live and work because of your dedication. You are the cornerstone of this agency and I am proud to be your Commissioner.

One Team!

Peach State (Cont'd from cover)

Representatives from Baldwin County and Milledgeville were at the State Capitol Building to witness the signing of the initiative. The project is a joint venture between the Department of Corrections and the Department of Community Affairs. Involvement by private industry in the project will eliminate any cost to the taxpayers. Commissioner Donald was on hand to participate in the ceremony and to tout the housing as a great retention initiative for the Department of Corrections.



Signing Ceremony

The project could not have come this far without an excellent team comprised of GDC staff, experts from the private sector, local development authorities as well as development and real estate experts. Also on the team are staff from Freddie Mac, Department of Community Affairs (DCA) and other financial and mortgage authorities. With the assistance of Freddie Mac and DCA and their vast financial experience, the initiative provide financing at or below market rate as well as down payment assistance for qualified buyers. In addition, they also provided credit counseling and homebuyer education.

Pilot sites include: Milledgeville, Stewart County, Randolph County, Calhoun County, Dodge County and Reidsville. The area in and around Milledgeville Ga. was selected, and put at the top of the list due to the high concentration of state facilities. The development will be 100-125 units of attached town homes. Construction of infrastructure should start in July 2005, with housing unit construction to begin some time in October or November of 2005. The areas of Stewart Co., Randolph Co., and Calhoun Co. are the next target locations. These counties may be the area of the state that needs new housing the most. A market study has been completed and a search for a development site that meets the selection criteria is under way.

PIE Legislation (Cont'd from cover)

The Federal Government has realized that the very large inmate population that was created by the Violent Offender Incarceration and Truth-in Sentencing Incentive Program (VOITIS) will soon begin leaving prison. Therefore, the Feds are now offering technical assistance and grants to states to develop best practice reentry programs. In fact, the President in his State of the Union address, committed \$300 million in assistance to develop "Best Practice" reentry programs. Georgia has received three such grant awards:

- \$2 million to develop model reentry practices in Albany, Macon, Savannah and Augusta. These are state and local collaborations. The State provides the guidelines for the program, but communities offer their own unique blend of benefits. Partnerships have been forged with local sheriffs, service providers and housing authorities, among others;
- Georgia was awarded federal reentry technical assistance from the National Institute of Corrections (NIC) to model the typical prison experience, recognizing that 95% of all offenders will return to the streets. The project will map the correctional process, from diagnostic to assignment to release, in order to design the optimal reentry experience for those inmates who may return to the community within five years; and
- The National Governor's Association (NGA) has selected Georgia as one of seven states to develop reentry best practices in conjunction with other reentry initiatives to better prepare inmates for return to the community.



Owens named Assistant Commissioner



Brian Owens

Brian Owens was appointed as the Assistant Commissioner on March 8, 2005. Brian started his career in the criminal justice system as a Parole Officer, eventually achieving the rank of Assistant Chief and Chief Parole Officer in Fulton County in the 1990's. In 1999, Brian accepted a new position with the Department of Corrections to create the Office of Planning and Analysis. In 2002, he was selected as the Executive Assistant to the Commissioner and has served in that role ever since. Brian is a graduate of the University of Georgia and resides in Newnan, Georgia with his wife and two children.

Joe Ferrero resigned as Assistant Commissioner in March to accept employment with the law firm of Balch & Bingham. Mr. Ferrero began his state career serving as a lawyer in the State of Georgia Attorney General's Office. In February of 1996 he was employed by the GDC Office of Legal Services. He was appointed GDC Assistant Commissioner in 1999. Mr. Ferrero was a well-liked and dedicated leader. We wish him the best in the future.

Ferrero moves to the private sector



Joe Ferrero

Miller Named Chairman of the Board of Corrections



Patricia B. Miller

Patricia B. Miller was voted in as the new Board of Corrections Chairman at the April 15, 2005 meeting of the Board. Ms. Miller was appointed to the Board in 1998 and re-appointed in 2002. Patricia Miller is currently the President/CEO of Environmental Tech Products, Inc. Ms. Miller also serves on the Georgia Chamber of Commerce Board of Directors, Butler Street YMCA Board of Directors and various civic organizations.

John H. Irby resigned his service as Chairman in March of 2005. He will be busy working at the law firm he is in partnership with, Wilson Brock and Irby, L.L.C., located in Atlanta. Mr. Irby was selected as Chairman in December of 2004.

Irby resigns as Chairman

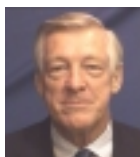


John H. Irby

Key GDC Management Changes

Listed below are a number of promotions, retirements and personnel movements among key GDC employees

Bill Terry, Warden, Smith S.P.	TO	Warden, GDCP
Billy Tompkins, Supt., Bacon PDC	TO	Warden, Smith S.P.
Hilton Hall, Warden, Central S.P.	TO	Warden, Macon S.P.
Steve Benton, Warden, Macon S.P.	TO	Warden, Central S.P.
Dan Stone, Private Prison Monitor	TO	Supt., Bleckley PDC
Woodrow Hudson, Director of Chaplaincy	TO	Retirement
Herman Hill, Probation Operations Director	TO	Retirement



Woodrow Hudson, Director of Chaplaincy



Herman Hill, Probation Operations Director

Leadership Coin Serves as a Powerful Token of Appreciation



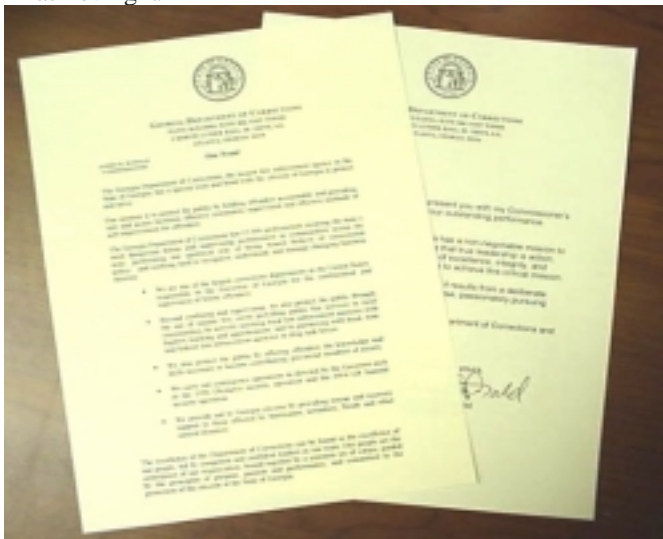
Front and back of the Commissioner's Coin

The United States military has a long standing tradition of recognizing good performance with the presentation of a special token. Commissioner Donald chose to continue this tradition when he took on a leadership role with GDC.

In presenting the coin to employees the Commissioner has been known to say, "Your success is not an accident; it results from a deliberate process of identifying a compelling purpose, passionately pursuing your vision, and performing at your best", the 3 P's, purpose, passion and performance.

The Commissioner carries these tokens with him at all times keeping them available when he spots examples of Purpose, Passion or Performance in one of his teammates. Employees of all levels of the agency have been recipients of these coins. They are generally surprised and happy to receive the recognition that they deserve.

Recipients also receive "star" letters which are personalized memos from the Commissioner reiterating the agency mission and thanking the individual for their key role in achieving it.

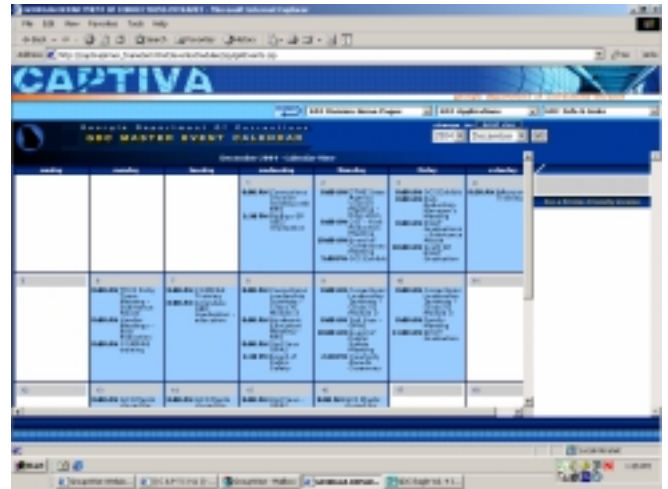


Star Letters

Master Calendar enhanced

The Department of Corrections "Master Event Calendar" is hosted on CAPTIVA, the agency's intranet portal. The calendar's development reflected a need for a single location for GDC staff to view upcoming major events.

The calendar page is accessed by clicking on "Master Calendar" on the CAPTIVA home page. There are four different calendar views available. The "calendar" view shows the title and time of each entry. The "detail" view shows the title, time, duration, location, and description of the event. Those views are selectable just above the drop down menus for selecting the month and year.



Master Calendar

While in the "calendar" view, to the right, are two additional choices. "View Printable List of Events" opens a window from which a user can print a numbered list of events. The most recent enhancement to the Master Calendar page is the "View Current Calendar PDF". Selecting this link will load the Adobe Acrobat Reader, and present a view of the calendar that affords printing each month in a traditional month calendar format. It is updated weekly. Users can download and install the Adobe Reader from the "Tech Support and Download" link on the CAPTIVA home page.

Events for consideration in inclusion in the Master Calendar should be submitted to Harris Hodges, Assistant Division Director, Operations, Planning, and Training Division (OPT).



DAY REPORTING CENTERS OPEN

There is a new tool in the continuum of sanctions for the Department of Corrections and the State Board of Pardons and Paroles. The Day Reporting Centers “plug a hole in our range of sanctions”, said **Alan Adams**, Corrections Division Director, who was quoted in the Tifton Gazette. Three new Day Reporting Centers (DRC) are opening this year after a long process of locating space, remodeling, hiring and training staff. The three new DRC’s are based on the success of the Atlanta Day Reporting Center that has been operational since 2001.

The DRC concept offers a unique partnership between GDC and Pardons and Paroles. Both agencies pursued grants to expand the DRC concept and are now working together in Rome, Tifton, Macon and Clayton in a joint effort to divert offenders from prison sentences.

Legislation enacted in 2004 allows Corrections to make decisions on which sanction would be best for certain offenders. The Probation Options Management Act of 2004 allows judges to sentence a defendant to any of the list of options and gives GDC the authority to move a probationer up or down the continuum of sanctions without returning to court.

The program is non-residential but is open for both day and night classes. Participants live at home under the watchful eye of the Probation Officer and Surveillance Officer but report to the center for a stringent list of programs directed toward substance abuse, education, employment and cognitive skills classes. Rigorous drug testing is another part of the program and includes regular and random testing.

The next few years should be exciting ones for this new sentencing option based and operated on the “what works” research. The pilot program is expected to produce the results that will demonstrate reduced recidivism and improvement to the lives of participants who come through the DRC doors daily.

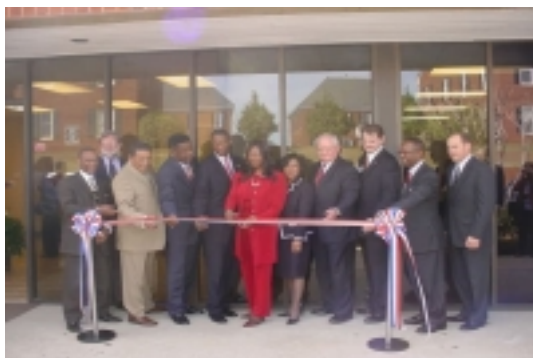


Rome DRC Ribbon Cutting Ceremony

The Grand Opening of the **Tifton Day Reporting Center** was held on February 24, 2005, although the first intake of participants took place in January. The Tifton DRC is located in an office suite at 115 South Davis Avenue just a short distance from the courthouse and probation office. It serves the four counties of the Tifton Judicial Circuit and is the only DRC south of Macon.



Tifton DRC Ribbon Cutting Ceremony



Clayton DRC Ribbon Cutting Ceremony

The Grand Opening of the **Clayton Day Reporting Center** on March 29, 2005 and the intake of offenders in April completed the first phase of the project and opened the door for treatment and accountability that comes from this last chance before prison. The Clayton DRC is located at 1331 Citizens Parkway, Building 1, Suite 103 which is the same office complex as the Morrow Probation office. The Clayton Judicial Circuit is a one county circuit with the pressures of growth as it moves from the suburbs to a metropolitan area.

Parent/Child Initiative

Affordable Daycare sponsored by GDC

The Parent/Child Initiative is a unique opportunity to provide **affordable, quality childcare services to children and families of the Georgia Department of Corrections**. Our children will be provided the opportunity to explore and learn in a safe, secure and literacy rich environment. Under this initiative, a proposal has been drafted for a comprehensive daycare center, utilizing the **Milledgeville** prison complex as the pilot program.

By providing high quality child care and education programs for children birth to five years, the Parent/Child Initiative seeks to increase employee productivity and reduce employee absenteeism. It is expected that employee moral will increase and families will feel less stress leaving their children in the care of professionals. The responsibility of determining a child's best interests rests first and foremost with the parents. The vision for this center is to have a strong academic focus and recognize the social and emotional needs of students. The goal is to have centers that function well, foster learning, safety, and socially appropriate behaviors, which make learning possible for every child.



Milledgeville site targeted for renovation

To make this program affordable, GDC will prepare and provide a location for a private vendor, and provide on an ongoing basis building maintenance, lawn care, electricity, and water fees. Providing these services would drastically reduce the cost, directly passing the savings to the employees.

A project of this magnitude requires a great deal of forethought and planning. Childcare needs for **Baldwin County** have been assessed, an unoccupied building has been identified, and an independent consultant has been located. An independent consultant will insure all licensing requirements are met prior to children entering the facility. The consultant will be knowledgeable in the early care and education field, as well as, childcare licensing standards and building codes.

It is our hope to make the Parent/Child Initiative available to employees in the near future. Funds are needed and there is much work to be done. As "One Team", we will make this initiative a reality.



HR CORNER

Open Enrollment 2005-2006

Mandatory Electronic Selection

Open Enrollment was officially over on May 20, 2005. The Open Enrollment Period was very successful for the Department as we transitioned to a completely automated process. There was time for you to review your insurance benefits and select those options best suited for you and your family. This year marked the "first mandatory electronic" open enrollment for participants. Therefore, the usual paper copy of the Option Statement was not distributed.

Electronic selection was easy! You received specific instructions, which guided you through the process. You, of course, needed access to the Internet. If you did not have Internet access at your residence, we hope you considered other locations where you may have been able to obtain access: public libraries, a neighbor, parent or children who had Internet access.

Be prepared as we move ahead with the times to "electronic" enrollment. As always, your local personnel office staff will be available to assist should you have any questions regarding benefits issues as well as any other Personnel related issues.



Public Employee Recognition Week was held the week of **May 2—6**. The purpose of this week was to celebrate achievements and dedication of government employees. Many activities were planned and statewide awards were distributed by Governor Perdue.

To all GDC Employees: Thank you! You are the best in the state. The excellent job that you do and your dedication to public service is unsurpassed. We had a great celebration during the first week in May.

An article, along with pictures of PERW celebrations, will be highlighted in the next edition of the GDC Eagle.



Arrendale's Dynamic Duo



44 years of combined experience at Arrendale State prison makes David Hooper and Hazel York a formidable recruitment and retention team. Captain Hooper and Personnel Manager York have teamed up to proactively address a problem that had become a bit out of hand in the late 1990's.

At that time, Arrendale had 80+ Correctional Officer vacancies and many positions were on loan to other facilities. The two implemented some innovative strategies to eliminate vacancies at the facility and at one point, even established a waiting list for CO applicants. Simultaneous to this accomplishment, the team was able to increase the retention rate for new Correctional Officers at the prison from 27% to 80%. When asked about the key to their success, the answer was not a quick and easy solution but more of a formula for success. Support from the Warden is necessary. "A good relationship between Security and Personnel is essential," stated Ms. York. Captain Hooper agreed and added that one or more people must "take ownership" of the recruitment and retention function. "I take pride in how the cadets are trained," said Captain Hooper. His statement was indicative of what may be the true key to Arrendale's success - Hands-on intensive involvement with the cadet from initial recruitment, employment, through the pre-BCOT period, and for a long while after their return from the academy. "Anyone can recruit", said Hooper, "but the challenge is retention."

Prior to each CO test Hooper, aims to reduce turnover before it happens by entertaining the group with a frank speech regarding the realities facing a CO at Arrendale S.P. Applicants are provided with a mix of local policies, job requirements and qualifications. In a friendly manner applicants are given the opportunity to excuse themselves if they do not think that the Correctional Officer job is the one for them. "I have never candy-coated anything about this agency." says Hooper. Captain Hooper and Personnel Manager York know that good recruiting and a realistic job preview will get them started on the right foot to developing a good Correctional Officer.



Hazel York and David Hooper

The next step for them is to train intensively before and after BCOT. Hooper has developed a pre-service orientation program that places a cadet with an experienced officer, rates the cadets performance and works on weaknesses prior to BCOT. York and Hooper proudly cite top BCOT graduates from Arrendale as evidence that this philosophy pays off. Once the cadets return from BCOT Captain Hooper will work with each new CO on all shifts to ensure that he has addressed any concerns and/or needs for additional training.



CO Test at Arrendale S.P.

This team works together. They recruit together armed with experience and agency recruitment tools provided by the Central Personnel Employment Services unit and available on the agency website at www.dcor.state.ga.us. They make selections using their knowledge of the job and they personally follow through with each candidate, setting aside the time and making the effort to ensure to the best of their ability that all employee needs are addressed. At the end of the day, this Dynamic Duo epitomizes commitment to the agency and their jobs. They have utilized their 44 years of combined experience to deliver an impressive one-two punch to their persistent adversary—hiring and turnover.



Are you financially prepared for your child to attend college?

What about your grandchildren or your guardian?

The Georgia Higher Education Savings Plan (GHESP) is a 529-college savings plan with a number of advantages. Under this program, you may establish a college savings account for your children, grandchildren, relative, friend, or even yourself. This college savings account may be used to pay for tuition, room and board, fees, books, supplies, and equipment necessary for attendance at eligible educational institutions.

Advantages:

1. You pay no federal or state taxes on earnings as this account grows.
2. You pay no federal or state tax on withdrawals if they are qualified educational expenses. (This law is set to expire on 12/31/2010 unless extended by Congress.)
3. Your contributions may be deductible from Georgia taxable income if the beneficiary is a dependent on your itemized Georgia tax return. (See earnings limitations.)
4. The GHESP may be used as a complement to the HOPE program by covering expenses not covered by the HOPE program.
5. May be used at Georgia schools and virtually any college, university, or other post-secondary school in the U.S. and many schools abroad.
6. You may choose among five investment options.
7. You may establish an account for as little as \$25.00.
8. You control the account, not your beneficiary.
9. Enrollment and changes may occur at any time during the year.
10. **Your contribution to this account may now be payroll deducted!!!!** Minimum contribution is \$15.00 per pay period.

For more information visit the GHESP web site at www.Gacollegesavings.com or call (877)424-4377,



GDC Employees Awarded Education Incentive Program to be Launched July 1st



Employees of the Georgia Department of Corrections will receive an additional, long overdue benefit as of July 1, 2005. The agency has implemented an Education Incentive that will begin paying agency employees for obtaining college degrees. The initiative supports Governor Perdue's goal of a better educated Georgia and is in harmony with GDC's status as a learning organization and one that values its employees as well as education.

The GDC Education Initiative seeks to invest in the future of its employees by providing opportunities and rewards for higher education. The following goals have been set for every employee who does not have a college degree.

Earn a two-year Associate's degree within five years

Earn a Four-year Bachelor's degree within ten years

With this goal in mind, employees can focus on the rewards that have been set up for them. To be eligible for a monetary award, an employee must meet the following criteria:

Be a full-time employee of the Department of Corrections

Have obtained one of the following degrees during the employee's current period of continuous employment with the department.

- Associate's degree

Or

- Bachelor's degree

And;

Be recommended for a monetary award by the Appointing Authority, based on verification of the degree awarded.

Monetary awards associated with this program are as follows:

Associate's Degree 3% pay increase

Bachelor's Degree 5% pay increase

Employees are eligible for each monetary award. Therefore, some employees could receive two permanent Education Incentive pay increases during their employment with GDC. This incentive is effective 7/1/05. Additional procedural information will be distributed in the next few months. If you think that you are eligible for the Education Incentive Award, please see your Personnel Administrator in July for additional information.

Continuing Education promoted through Education Fair



As GDC is a learning organization and in an effort to promote our new Education Initiative, the Training Section planned and organized an Education Fair on March 4th, 2005 at the Twin Towers office building in Atlanta. This fair was the result of a partnership effort between GDC and the Georgia Higher Education Alliance (GAHEA).

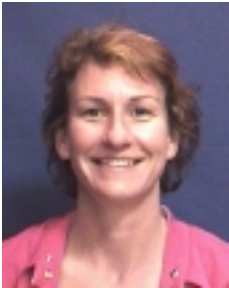
Representatives from 23 colleges, universities and technical colleges were on hand to talk with employees about educational programs from certificate programs at local technical colleges to graduate degree programs at 4-year colleges and universities. Unique program opportunities were explored such as "web-based" Bachelor and Masters programs, in addition to other programs designed specifically to meet the needs of Georgia's working adults. Four financial aid/assistance organizations were also in attendance to provide employees with information about several financial aid and financial assistance options available to help fund personal education endeavors (HOPE programs, GI Bill, US Dept. of Education sponsored programs, etc.), as well as, a tax deductible savings program available to all Georgia citizens.

By all accounts, the Education Fair was a great success. Over 400 employees from 21 different state agencies attended the event. 100% of those surveyed said that "the experience was valuable" and would "like to see the Education Fair offered as an annual event". 100% of the participating educational and financial organizations agreed that the event was an overwhelming success and all have volunteered to take part in future events sponsored by GDC.

Those who were not able to attend the Education Fair may receive a synopsis of the organizations that participated in the March 4th Education Fair and their respective websites by e-mailing Julie Harnage at harnaj00@dcor.state.ga.us. For more information about GDC's Education Initiative, access the GDC Public Website and click on "Education Initiative". Additional websites of interest are: www.gahea.org; www.fafsa.ed.gov; www.finaid.org; and www.sacsoc.org.

GDC Gets Fit

GDC Hires Health and Wellness Coordinator



Claire Pate

Ms. Claire Pate joined the agency on March 1, 2005 as the new Health and Wellness Coordinator. This part-time position was established to coordinate the agency's health, wellness and fitness efforts. The job will be located in GDC Health Services and will be responsible for facilitating the efforts of Field Wellness Coordinators.

Ms. Pate is currently employed by the YMCA as a fitness instructor and her qualifications include certification as a group exercise instructor, CPR certification, experience as a personal chef, and she is an Adventure Racer/Triathlete.

Metro S.P. Fitness Center Pays off



Metro S.P. Fitness Center

Metro State Prison's Staff Fitness Center officially opened in December 2004. Since that time it has serviced over 100 staff. Features of the center include; safety posters and equipment "how to/benefit factors" are displayed throughout the Center. Videotapes and a television are available for those who choose to do aerobics, and a radio/cassette player is available to play music for "timing", and to raise the heart rate.

The majority of the equipment was purchased out of the Employee Benefit Fund, and some was donated by Metro staff. The Center is accessible to off duty staff 24-hours a day, 7-days a week.

The results are already apparent. Many staff have raved about the pounds and inches they have lost, and how their energy level has been boosted since the Center opened.

Central Office Aerobics Class



A good looking group of folks at the central office have been staying after work to participate in an aerobics class sponsored by the agency. Employees of any state agency are welcome. The class is part of the fitness initiative by GDC in an effort to promote health and well-being among state employees. The group works out together twice per week on Tuesdays and Thursdays for an hour and has a great time!

Come Join Us.

Very Affordable Rates!

Milledgeville Complex Fitness Center Opens



Last year an employee at Scott SP purposed the development of an Employee Fitness Center, for use by employees of all five Prisons on the Milledgeville complex and by employees located in the Arnall building. The Arnall building was quickly identified as an appropriate location. The proposal was approved in October 2004 and renovation began.

The Warden(s) of the five Prisons on the complex (Ralph Battle, Alexis Chase, Vanessa O'Donnell, Wendy Thompson, and Rose Williams) made up the oversight committee. Members of the Planning Committee, consisting of one employee from each Prison were selected by the Wardens.

Money acquired, through fund-raisers, has enabled the purchase of equipment, such as tread-mills, an elliptical machine, free weights, and weight benches. Additional fundraisers are planned.



The Complex Employee Fitness Center had its Grand Opening on April 1, 2005, 1:00 p.m. to 3:00 p.m. The Fitness Center is located on the south side of the Arnall Building.

President's Challenge

As part of the Governor's "Live Healthy Georgia" initiative and the Commissioner's Fitness/Wellness program, please find the website for the **President's Challenge** which is a web based fitness incentive program designed to improve Americans health and fitness level.

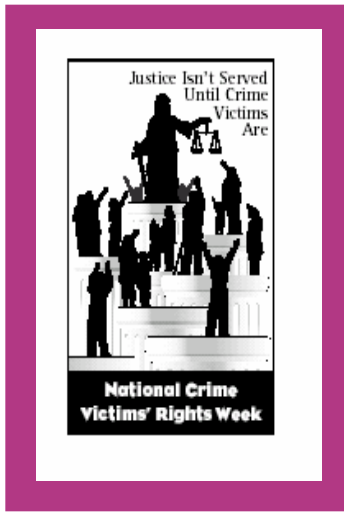
To register as a member of the **GDC Challenge Team**, please follow these simple steps:

1. Visit the President's Challenge website at: www.presidentschallenge.org/login/register_aspx
2. The GDC Group Name is:
Georgia Department of Corrections
3. The Group ID Number is:
28268

As you earn awards, please contact **Claire Pate** at (404) 651-6812 or via e-mail at patec00@dcor.state.ga.us, she will insure your achievements are recognized.

National Crime Victims' Rights Week—25th Anniversary

(Justice Isn't Served Until Crime Victims Are)



“For too long, the victims of crime have been the forgotten persons of our criminal justice system. Rarely do we give victims the help they need or the attention they deserve. Yet the protection of our citizens – to guard them from becoming victims – is the primary purpose of our penal laws. Thus, each new victim personally represents an instance in which our system has failed to prevent crime. Lack of concern for victims compounds that failure.”

President Ronald W. Reagan

April 1, 1981 on signing the Proclamation declaring the First National Crime Victims' Rights Week

In 1981, President Ronald W. Reagan declared the first “National Crime Victims' Rights Week.” This 25th anniversary observance is dedicated to this vision that addressed the plight of crime victims for the first time on a national level, and resulted in the creation of many of the policies and programs that promoted crime victims' rights and services. The theme of this year's NCVRW – *Justice Isn't Served Until Crime Victims Are*, marks the Silver Anniversary of this commemorative week.

NCVRW is a time of nationwide remembrance, reflection and re-commitment for crime victims and survivors as well as those who provide valuable services to them. It is an opportunity to raise individual and public awareness about the rights and needs of crime victims, the challenges that victims face in the aftermath of crime, and the positive impact that individuals and communities can have by providing services and support to victims and survivors of crime.

In keeping with this year's theme *Justice Isn't Served Until Crime Victims Are*, the Georgia Department of Corrections is serving victims of crime whose lives have been negatively impacted by the criminal actions of those offenders either in our custody or under our supervision. Through the Office of Victim Services, in conjunction with the department's various institutions and probation offices throughout the State of Georgia, the agency works to ensure the rights and concerns of crime victims are recognized and protected during the correctional phase of the justice process. These rights include, but are not limited to, the right to information, notification, protection, participation, restitution and victim compensation. By holding offenders accountable, by protecting communities, by collecting restitution, the department is providing services to crime victims and ensuring that justice is being served.

During this week and throughout the year, we all have an opportunity to make justice truly meaningful by recognizing the rights and needs of crime victims as well as recognizing the many individuals within the department who in the course of performing their duties, provide valuable services to victims of crime on a daily basis.

Staff Social Security Numbers are no longer required in Offender Management Systems. Refer to Memo dated, May 20, 2005, from Corrections Division Director, Alan Adams.

PROMOTIONS

CONGRATULATIONS to the following employees for a JOB WELL DONE!!!

Brinson, Michael E.	PO 3	Ogeechee Circuit	Moore, Christopher	Chief PO	GRIPP
Brown, James D.	Asst. Superintendent	Helms DC	Polote, Annette	PO 3	Atlanta Circuit
Brown, Tamala	DW Sec / C & T	Wayne SP	Railey, Christopher L.	DW Sec C & T	Calhoun SP
Burrows, Mark A.	PO 3	Conasauga Circuit	Reddick, Charles P.	PO 3	Augusta Circuit
Calhoun, Matthew	Security Chief	Western PDC	Rhodes, Gail D.	PO 3	Oconee Circuit
Camp, Keith	Chief PO	Atlanta Circuit	Royal, Lillian R.	DW Administration	Metro SP
Chance, DeJuna H.	Chief PO	Ogeechee Circuit	Spears, Gregory W.	PO 3	Pataula Circuit
Corley, Shawn C.	Security Chief	Bainbridge PSATC	Strickland, Don M. Jr.	Asst. Superintendent	Bainbridge PSATC
Fowler, Barbara E.	DW Sec / C & T	Pulaski SP	Tatum, Clayton K.	Superintendent	Paulding PDC
Franklin, James B.	DW Administration	Arrendale SP	Taylor, Gregory C.	PO 3	Coweta Circuit
Long, Donna M.	PO 3	Rockdale Circuit	Tindall, Lawrence Y.	Security Chief	Ware SP
Manget, John E.	Chief PO	Rockdale Circuit	Vaughn, Kenneth	Asst. Superintendent	Emanuel PDC
Mason, Richard	Chief PO	Middle Circuit	Wicker, Billy D.	DW Sec / C & T	Rutledge SP
Morris, Tony D.	Security Chief	Valdosta SP	Williams, Stanley G.	DW Sec / C & T	Baldwin SP
Payne, James III	Asst. Superintendent	Northwest PDC			

Recent Retirements: We are grateful for your YEARS of excellent service!

The following list includes the employees who retired December, 2004 through April, 2005.

December 2004

Adams, Melvin E.	Scott SP
Bacon, Albert L.	N GA Corr. Academy
Barnes, Johnny H.	GD & CP
Boyet, Melvin L.	Georgia SP
Brodnax, Joyce W.	Probation Operations
Bryant, Kathryn A.	Thomasville DC
Burnham, Joseph J.	Central PDC
Coleman, Bobbie J.	Augusta DC
Curry, Mary W.	Dodge SP
Elzy, Edwin C.	Rutledge SP
Fair, John R. Jr.	Risk Reduction Svcs.
Finley, Harry L.	Men's SP
Glisson, Patricia N.	Women's PDC
Gould, Frank L. Jr.	Augusta Circuit
Howard, Hughland Jr.	GCI
Justice, Eddie Jr.	Bostick SP
Lankford, Raymond D.	Chattahoochee Circuit
Maxwell, Sandra K.	Douglas Circuit
McCullough, Jack N.	GCI
Milford, Linda G.	Blue Ridge Circuit
Newsome, Jerry B.	Montgomery SP
Phillips, Guerry M.	Pataula Circuit
Pinkard, Homer T. Jr.	Tallapoosa Circuit
Powell, Herbert L.	Ogeechee Circuit
Reynolds, Walter A.	Baldwin SP
Rich, Grace W.	Atlanta Circuit
Snyder, Patricia A.	Augusta SMP
Sweat, Lois F.	Johnson SP
Taylor, Robert L.	Bostick SP
Wallace, Elaine W.	Middle Circuit
Williams, Elizabeth F.	Savannah (M) TC
Wimberly, Mary E.	Macon DC
Woods, Glenda K.	Smith SP
Woolfork, Anthony T.	Bostick SP

January 2005

Busby, Easter W.	Phillips SP
Dunaway, Lavenia	Bainbridge PSATC
Eller, Curtis R.	Arrendale SP
Fairchild, Mary S.	Central SP
Foster, Kenneth R.	Inmate Construction
Gammons, George W.	Hays SP
Gerrells, Douglas	Accounting
Hendrix, Rita A.	Autry SP
Hopkins, John D. Jr.	Alapaha Circuit

January 2005 Con't

Luckey, Peggy	Alapaha Circuit
Murdaugh, Randolph L.	Oconee Circuit
Murray, Michael A.	GCI
Musgrove, William E. Jr.	Ware SP
Pridgen, Howard L.	Oconee Circuit
Reese, Steven B.	Dental
Rhodes, Connie L.	Smith SP
Saliba, Sammy R.	Valdosta SP
Smith, Carl V. Jr.	Men's SP
Smith, Katie A.	Hancock SP
Sorrells, Bertha L.	Alcovy DC
Williams, Mary G.	Cherokee Circuit

February 2005

Bean, Charles P.	Dougherty Circuit
Bennett, Harry D.	Ware SP
Brooks, Thomas P.	Autry SP
Chapman, Leonard	Rogers SP
Coker, Omer R.	Arrendale SP
Cone, Charles R.	Montgomery SP
Cowan, James D.	Valdosta SP
Dukes, William A.	Ware SP
Duncan, Elizabeth B.	Atlanta Circuit
Flow, Joseph L.	Hays SP
Gourley, Elisha L.	Ware SP
Ingram, Fred	GA Corrections Acad.
Larkey, William F.	Probations Operations
Leverett, Mary .	Burruss CTC
Means, Rita F.	Columbus DC
Morgan, Stanley L.	Arrendale SP
Parks, Loretta R.	Northwest PDC
Rhodes, Roy L.	Scott SP
Roberts, Henry B.	Coastal SP
Winchester, Walter T.	Dooly SP

March 2005

Adams, Robert	Montgomery SP
Avera, Harvey R.	Clayton TC
Brown, Roger O.	Dodge SP
Burrell, Naomi F.	Montgomery SP
Clark, Nina	Augusta SMP
Coffee, Thomas M.	Wayne SP
Colon, John	Middle Circuit
Cornell, Jonathon	Valdosta SP
Flanders, Diane H.	GCI

March 2005 Con't

Grimes, Kay	Metro SP
Harris, Earl G.	Augusta SMP
Harris, James D	GCI
Hulett, Patricia W.	Wilcox SP
Jones, Josie E.	Pulaski SP
Kirkland, Dorothy J.	Augusta Circuit
Lyons, Earl	Augusta SMP
Martin, Gary H.	Montgomery SP
McConnell, Lyndell D.	Rome DC
McGahee, Gail	Augusta TC
Mosley, William E.	Rockdale/Dekalb PDC
Orr, Joyce M.	Washington SP
Page, George C.	Rutledge SP
Parker, Thomas C.	Hays SP
Parrish, Roy L. Jr.	GCI
Reeves, Lester K.	Baldwin SP
Riley, Lajuana	Milan SP
Rodgers, Terry D.	Hays SP
Sanders, Jan M.	Columbus DC
Tew, Mary Ann	Clayton Circuit
Wall, James H. Jr.	Scott SP
Woodall, Raymond E.	Rivers SP

April 2005

Davis, Calvin	Valdosta SP
Davison, Charley	Coastal SP
Gladin, Wilber	Inmate Construction
Hargrove, Ruby	Washington SP
Keaton, Spence Jr.	Calhoun SP
Lifsey, George	GD & CP
McCrary, Rufus	Chattahoochee Circuit
McQuaig, Roger	Ware SP
Mikell, Betty	Metro SP
Musgrove, Julia	Middle Circuit
Newman, Kathleen	Pataula Circuit
Nixon, Judy	Griffin Circuit
Ogletree, Terrell	OIT
Pitman, Donna	Rome DC
Roberts, Hosea	LaGrange TC
Shearin, Amelia	Macon Circuit
Shook, Freddie	Valdosta SP
Smith, Robert	Ware SP
Stewart, Norma	GD & CP
White, Thomas	Arrendale SP
Zettler, Gail	Coastal SP

ARRENDALE S.P. STAFF PROVIDES TSUNAMI RELIEF



Three employees of Lee Arrendale State Prison were so moved by the plight of those suffering in the wake of the recent Asian Tsunami disaster that they decided to take matters into their own hands. **Deborah McManus, Brenda Kell and Kay Pierce** decided to solicit support in the form of goods and services from businesses in the area surrounding Alto, Georgia. More than 40 businesses supported the cause. The three conducted silent auctions and sold lunches to the staff at Lee Arrendale

State Prison. As a result of their efforts over \$2,100.00 was raised and donated to Ameri-cares charity for the Tsunami relief effort.

NW PDC HOSTS CHILI COOK-OFF



L to R: Tom Chapman, Brenda Darnell, Kay Cook, Brian Prince, Raymond Hudgins

On January 12th NW PDC hosted a Chili Cook-off. The event attracted 35 visitors to the facility from local law enforcement and community government offices. An impressive panel including Polk County Sheriff Bobby Sparks, Chief Magistrate Honorable Jean Crane, Captain Charles Sanders, Georgia State Patrol (retired) judged NW PDC Sergeant **Brian Prince** as the first place winner, Officer **Kay Cook** 2nd and Officer **Raymond Hudgins** 3rd.

The "People's Choice Award" was presented to **Brenda Darnell** by Superintendent **Tom Chapman**. The event was covered in the January 20th edition of the local Cedatown Standard newspaper. A great time was had by all.

ATTENTION: Support your local American Red Cross by participating in the Annual Blood Drive held in June.

See the GDC public website at www.dcor.state.ga.us for additional information.

COLWELL PDC EMPLOYEES SUPPORT THE TROOPS

In January, the staff of the Carlton H. Colwell Probation Detention Center placed an ad in the local newspapers soliciting telephone calling cards for servicemen and women who were recovering from their wounds/illnesses at Walter Reed Hospital. Through this cooperative effort with the community, they were able to collect 96 calling cards for a total of 10,200 minutes. The cards were mailed to the Chaplain at Walter Reed Hospital for distribution.



Colwell P.D.C.

CENTRAL OFFICE STAFF ENJOY A HOCKEY GAME



A group of folks from the Central Office got together to enjoy a Gwinnett Gladiators hockey game on Saturday, March 5th, at the Gwinnett Arena. The event is the second event that is part of the GDC Central Office 2005 team-building calendar of events. The group had a great time watching the East Coast Hockey League Gladiators skate to a 5 - 2 victory over the Texas Wildcatters.



Central Office staff and family at Gwinnett Gladiators Hockey Game



Gwinnett Gladiators

Commemorative GDC Plaques installed at GPSTC



Display case at GPSTC

On Monday evening, October 18, 2004, GDC's best were honored with the presentation of excellence awards at the 1st Annual Excellence in Corrections Awards Banquet. Individuals were honored for being the best at their job. Facilities were honored for being the best in their category. This January commemorative plaques were installed in the display case in the atrium hallway at the Georgia Public Safety Training Center. These plaques were engraved by Georgia Correctional Industries with the names of the annual award winners and will be perpetually displayed for all who pass through the halls of the GPSTC. Plaques on display include CO of the Year, PO of the Year, Employee of the Year, State Prison of Excellence, Circuit of Excellence, Center of Excellence, and CCI of Excellence.



7 commemorative plaques

GDC Inmate Develops Skills and Lands a Job with GCI!



Eddie Lane and Paul Crofts

For the past year, Eddie Lane has put in a full day of work as a Laser Engraver at the Georgia Correctional Industries headquarters in Decatur, Georgia. Mr. Lane is currently a resident at the Atlanta Transitional Center and is on work release. In October of 2005, he will be released after serving a ten year sentence.

Lane earned his General Education Degree at Georgia Diagnostic and Classification Prison. He was a G.E.D Teacher's Aide at Bostick S.P. and earned a few certifications while serving time at D. Ray James Prison. However, it was the three computer technology courses that he completed that caught the attention of **Paul Crofts**, GCI Support Services Coordinator. Mr. Crofts found out about Lane's computer skills and had him come to GCI to learn Corel Draw and other software to complete designs and layouts and to use their new engraving machine.



Eddie Lane

After a year of working together, Mr. Crofts describes Eddie Lane as not only learning the software but says, "He's got a good head on his shoulders. He is smart and talented. With his knowledge and attitude, he'll go far." When asked about his experience in the Georgia state prison system Lane said, "I spent time educating myself and took all of the self-help courses that I could. The system will work if everyone would take advantage of what's available to them. What you put into it is what you get out of it."

Given the prospect of losing their talented engraver, GCI management decided to offer Lane a full time job with GCI. Mr. Lane says that he "loves his job," and is grateful to have a job to transition into as he reenters society. Note: Mr. Lane's work is displayed to the left of this article on the GDC commemorative plaques.

Inmates receive EMT Certification

Seven inmates from Walker and Hays SP. who completed a 15 week training program to become Certified Emergency Medical Technicians have passed the National Registry Test. The inmates are Steven Mares, Dustin Baldino, Sean Garrett, Troy Martin, Randy Meadows, Antoneyo Edmond and David McIntyre. They will continue to be assigned to their current fire stations at Hays and Walker State Prisons, but will now be able to assist local EMS with first responder calls.

"This is a great opportunity for these inmates to give back to the community," stated Commissioner Donald. "This will also provide them with a sense of accomplishment, so that when they return to their community, they can be law-abiding, productive citizens."



L to R: Steven Mares, Dustin Baldino, Sean Garrett, Troy Martin, Randy Meadows, Antoneyo Edmond



CPOF AT WORK IN GEORGIA

By Don Dease, Field Representative

It has taken a long time, but the positive impact of the Correctional Peace Officers Foundation is being felt in Georgia. The Foundation has assisted over 50 families of correctional personnel, and that number continues to grow. The number of supporting members is also increasing with over 150 supporting members currently making donations to the Foundation.



Don Dease speaks to GDC Personnel Managers at G.P.S.T.C. in February 2005

What is the Correctional Peace Officers Foundation? The CPOF is a national charity whose purpose is to assist the families of corrections professionals killed in the line of duty. CPOF also has a Catastrophic Assistance program to assist corrections professionals who have experienced catastrophic events that have strained their resources. These catastrophes would include events such as a house fire, ongoing medical situation or the death of a family member living in the house. The Foundation also conducts a national memorial service annually to honor those corrections professionals killed in the past year. Officers from Georgia have been recognized at the last two memorial services.

All funds used are donations from over 50,000 supporting members across the nation. Because CPOF is a 501(c)(3) charitable organization, any funds donated to the Foundation can be deducted on your taxes. Anyone who works for the state in Corrections, Probation and Parole or Juvenile Justice (not contract employees) can become a supporting member by donating \$5.00 per month to the Foundation.

As the CPOF Field Representative in Georgia, I have attended various warden's meetings as well as visiting several institutions. To date, I have visited Dodge State Prison, Colwell Probation Detention Center, Johnson State Prison and Georgia State Prison. I look forward to visiting many more in the near future. If you know of anyone who needs assistance, please contact your warden's office or personnel office. They will be able to contact me. For membership or other information, please contact me at 803 345-1938.



Correctional Officer Lovern Douglas of Albany Transitional Center receives a check from Don Dease, on behalf of his brother, Patrick Douglas of Lee State Prison



Betty Smith of GDC Central Personnel receives a check from Don Dease



Correctional Officer Patricus Leggett of Albany Transitional Center received a check from Don Dease in May of 2004

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Governor

James E. Donald
Commissioner

Brian Owens
Assistant Commissioner

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If you have a story that
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GEORGIA DEPARTMENT OF CORRECTIONS

MISSION, VISION, CORE VALUES



MISSION: The Georgia Department of Corrections protects and serves the public as a professional organization by effectively managing offenders while helping to provide a safe and secure environment for the citizens of Georgia.

VISION: The Georgia Department of Corrections is the best correctional system in the nation at protecting the citizens from convicted offenders and at providing effective opportunities for offenders to achieve positive change. We are a leader and partner in making Georgia a safer, healthier, better educated, growing and best managed state. We do this by:

- Ensuring public safety
- Ensuring the rights of victims
- Operating safe and secure facilities
- Partnering with public, private and faith-based organizations
- Providing effective community supervision of offenders
- Sustaining core values of Loyalty, Duty, Respect, Selfless Service, Honor, Integrity and Personal Courage
- Creating opportunities for restoration to offenders
- Ensuring the well being of employees and their families.

CORE VALUES:

- **Loyalty** - Bear true faith and allegiances to the Constitution of the United States and the State of Georgia, the GDC and other employees.
- **Duty** - Fulfill your obligations.
- **Respect** - Treat people as they should be treated.
- **Selfless Service** - Put the welfare of the Public, the GDC and other employees before your own.
- **Honor** - Live up to all the GDC values.
- **Integrity** - Do what's right - - legally and morally.
- **Personal Courage** - Face fear, danger or adversity (physical or moral).

