



THE DOC EAGLE

"Soaring to Greater Heights of Excellence"

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Meet Our New Commissioner...

James E. Donald, our Commissioner, recently retired as Major General of the United States Army Forces Command after serving our nation for 33 years. As Deputy Chief of Staff he was responsible for the development, execution and supervision of programs, plans, and policies that ensured individual/unit readiness and "well-being" for more than 770,000 active and reserve soldiers and more than 26,000 civilians. Prior to that assignment, he served as Deputy Commanding General of United States Army Pacific, Assistant Division Commander to the 25th Infantry Division,



James E. Donald
Commissioner

and Director of Operations/J3, U.S. Pacific Command in Hawaii. Commissioner Donald is a native of Jackson, Mississippi and graduated from the University of Mississippi in 1970 with a Bachelor of Arts degree in Political Science and History. He earned his Master's Degree in Public Administration from the University of Missouri in 1983. The Commissioner's family includes his wife, August, and two adult children, Jeffery and Cheryl, daughter-in-law Keisha and grandson, Cameron.

Comments from Commissioner Donald: "I am honored to serve along side of you as we continue to perform our mission of protecting the citizens of this state. After 33 years in the military service, I am at once humbled, and yet excited by the opportunity to serve with you, the men and women of this department who, in spite of having one of the State's toughest missions, serve daily in a quiet, civil, and professional manner. Similar to the military, you embody selfless service by placing the public's safety and welfare above your own.

I believe my varied background in leadership positions in the military, and my experience and training in managing large organizations with critical missions have prepared me well for this new role. I know that we face many challenges both in the near-term and in the ensuing years. In the immediate future we face a growing inmate population at a time when budget constraints have limited our capacity to house them. We also face a growing probation population with resources stretched to the limits. Given the alignment of these challenges, change, and indeed, transformation is inevitable.

I look forward to addressing these challenges through transformation. However the Department of Corrections cannot solve these challenges alone. We must embrace, invite and lead our local communities in solving these challenges. The offenders under our charge are either under probation supervision in these communities or will return to them after their release from prison. It will take all our collective efforts to overcome the challenges and I will be calling on many of you for your thoughts, suggestions and leadership as we develop our transformation campaign plan. (Cont. on Page 8)

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DOC REMEMBERS FALLEN OFFICER

Correctional Officer **Bobby Franklin** of Colwell Probation Detention Center died on August 20, 2003 while deployed in Iraq. Bobby was a staff sergeant with the 210th National Guard Military Police Unit in Franklin, North Carolina and had voluntarily lengthened his tour of duty in Iraq so that he could remain with his troops. He was killed while filling in on patrol for another soldier. Sgt. Franklin was recently featured in People Magazine, along with other soldiers killed while on active duty in Iraq.



Bobby Franklin, Colwell PDC
Killed in Iraq in the line of duty

Bobby lived in Mineral Bluff, Georgia and had been employed by the department since December 1987. He had worked as a correctional officer at Al Burruss and Walker State Prison prior to transferring to the center.

He is survived by his wife Brenda and his two children, Jacob, age 15 and Holly, age 11. His colleagues at Colwell PDC held a memorial service for Bobby on October 21, at which time they planted a tree and placed a marker in his honor. Please remember to keep Bobby's family, friends and colleagues in your thoughts and prayers.



Gratitude for Our Deployed Coworkers

The Department of Corrections currently has 200 employees serving our country through the military in locations around the world. This is a reduction from the 244 deployed when we published the summer newsletter and the 278 that was the maximum number deployed at one time. A hearty welcome back to those of you who have returned and we eagerly await the return of those who are still serving.



The Georgia Department of Corrections is proud to honor the hundreds of employees who are members of the Guard or Reserve. These employees are valued members of our team and are indispensable in the protection of our country. We are proud to be displayed as a supporting employer on the web site of the National Committee for Employer Support of the Guard and Reserve. Check us out at <http://www.esgr.org/employers2/showAllSOS.asp>.

2003 Governor's Public Safety Awards

Every year since 1997, the Governor has given awards to the dedicated men and women of the public safety community in our state in recognition of their acts of heroism, outstanding deeds and exemplary performance. Governor Perdue presented his awards for this year at the Georgia Public Safety Training Center on October 22, 2003.

For the second year in a row, an employee of the Department of Corrections was one of the state-wide winners in the Heroism category. This year it is Captain Stacey Stone, chief of security at Dooly State Prison. Captain Stone was returning home from work on August 20, 2002, when he came upon a wrecked SUV in a ditch.



Captain Stacey Stone, Governor's Public Safety Awards Winner for Acts of Heroism

The driver was unconscious and the hysterical passenger was declaring that she wouldn't leave her mother. Stone removed the girl from the car and placed her in the care of another person who had stopped to assist, then focused his attention on rescuing the driver.

After several unsuccessful efforts, Stone and another person managed to right the SUV, cut the seatbelt, extricate the driver, and carry her to safety before the vehicle went up in flames. Although he says he only did what others would do, Captain Stone was recognized for his courage and presence of mind.

A nominee from our department in the category of Acts of Heroism was Sergeant Tony Morris of Autry State Prison. He was called to a cell last spring where he found an inmate with a sheet tied around his neck attempting to hang himself. Sgt. Morris calmly took charge of the situation, working with his staff to cut the sheet from around the inmate's neck, and summoned medical help. The inmate was unconscious with no pulse or respiration, so Morris began rescue breathing until the emergency medical technicians arrived. Morris' actions demonstrated professionalism as well as compassion and respect for human life.



Above: Sgt. Tony Morris, (Center) Governor's Public Safety Awards Nominee for Acts of Heroism

Right: Fire Chief Randy Yarber, Governor's Public Safety Awards Nominee for Outstanding Contribution to Profession

Randy Yarber was nominated by our department in the category of Outstanding Contributions to the Profession. Mr. Yarber has served as fire chief at the Walker State Prison for the last ten years, leading one of the busiest and most highly respected departments of its kind in the state. During his tenure, Yarber acquired several old fire apparatus and restored them to working condition, saving the state thousands of dollars. In addition, the department and its inmate crew responded to nearly 400 calls last year under Yarber's leadership, ranging from structure fires to bomb threats. The department has received numerous awards and citations because of Chief Yarber's work, and is one of the few haz-mat certified departments in the state.

Chief Yarber's outstanding job performance has made the Walker State Prison Fire Department a viable and necessary part of the local community.



Let's congratulate all three men for their outstanding service to our department and to the state of Georgia. We are proud to call them colleagues.

TRAINING SECTION

HELPING EMPLOYEES TO PERFORM

Our Training Section, a part of the Human Resources Division, is responsible for training all employees of the department as well as employees of other organizations who work within our facilities. From the beginning of employment, the Training staff insures that employees are provided the training necessary to competently perform their jobs. The Training Section has over 100 full time employees working all across the state to meet this mission but the work would not get done without the numerous adjunct instructors who take time out of their regular jobs to help train.



The Training Section at Work



There are five operational units that provide the training for the great diversity of jobs and functions within our department:

Georgia Corrections Academy:

The Georgia Corrections Academy at the Georgia Public Safety Training Center in Forsyth oversees all Basic Correctional Officer Training (BCOT), whether conducted at GPSTC or in one of our four regional academies. In 2003, we graduated 1684 officers. (Continued on Page 7)

PROMOTIONS



Brenda Kimbrell, Business Manger, Albany T.C.
Mark D. Abusaft, Chief Counselor, Hays S.P.
Jon M. Bolton, Chief Counselor, Autry S.P.
James F. Hardie, Chief Counselor, Men's S.P.
John Smith, Chief Counselor, Dooly S.P.
Rayman E. Stanelle, Chief Counselor, Bostick S.P.
Edmund J. Bazar, Jr., Director of Professional Standards
Mark E. Guzzi, Assistant General Counsel
Michael W. Nail, Director of Probation Division
Clinton Perry, Jr., DW Security/C&T, Macon S.P.
Cheryl Ann Frazier, FROC, Southwest Regional Office
Anthony L. Cantrell, POIII, Northeast Circuit
Clarence Henry Carwise, POIII, Cobb Circuit

William Parker Elder, III, POIII, Griffin Circuit
Stacy Irwin Westberry, POIII, Southern Circuit
Margaret B. Carroll, Chief PO, South Georgia Circuit
Melodie L. Wood, Chief PO, Enotah Circuit
Karen Denetta Douglas, Security Chief, Calhoun S.P.
William Donald Durham, Security Chief, Hays S.P.
Lawanna Lafaye Grimes, Security Chief, Metro S.P.
Kevin Lamar Kinnel, Security Chief, Valdosta S.P.
Michael Jerome Kyles, Security Chief, Larmore P.D.C.
Joni G. Music, Security Chief, Bacon D.C.
Bruce Darrin Scott, Security Chief, G.D. & C.P.
Nancy E. Dillard, DW Administration, Pulaski S.P.
Brenda W. Garnto, DW Administration, Johnson S.P.
Martin Pinsky, DW Administration, Phillips S.P.

Georgia Correctional Industries

Georgia Correctional Industries (GCI) is an entirely self-supporting authority attached to the Georgia Department of Corrections. It manufactures a wide variety of products for sale to tax-supported entities. More importantly, it provides job training for approximately 1400 inmates in the state's prison system. The partnership with GDC allows GCI to offer the resulting products to government agencies at a very competitive price. GCI is completely self-sustaining through the sale of its products, and receives no appropriations from the state.

GCI has many different kinds of operations. They include metal fabrication, optics, printing, license plates, footwear, screen printing, garment and chemical production. Of course, many employees know that much of the furniture used throughout the department is made by inmates working in conjunction with GCI.

GCI is an important part of GDC's efforts to reduce offender recidivism. Inmates learn valuable skills for use upon release. Having a legitimate means for earning an income is one of the prime preventors of someone returning to prison.



Shown above is an inmate working in the Optical Plant

GCI and GDC work together for the greatest efficiency. One example is the cooperation in the production and shipping of inmate garments for Care and Custody, the warehousing and distribution arm of GDC. GCI and the Care and Custody warehouse are across the breezeway from each other at the Colony Farm Complex. In the spirit of cooperation, these two facilities were placed on the same property, offering the ultimate in speed and convenience of delivery.



Inmates hard at work in the Upholstery Division

The staff of GCI offers a big "Thank You" to the Department of Corrections and its staff members who help to develop the products they need, provide the inmates to manufacture those products, and then purchase and use the products in their facilities and offices.

PUPPY GRADUATION

Joey and Traveler (Left), exhausted from their strenuous training, are two of the dogs that graduated from guide dog training at Metro State Prison on August 26th. It was an exciting day as six dogs completed the first leg of their training toward the goal of being an invaluable assistant to a disabled person. Inmates assigned to the training program, as well as the dogs' weekend families, were responsible for socializing the dogs and teaching them basic commands. The dogs, provided by the non-profit organization Southeastern Guide Dog, Inc., not only helped inmates obtain valuable job skills but also provided a boost to employee morale.



Joey and Traveler rest after receiving their diplomas!

Five new puppies are now at Metro State Prison in the second guide dog class. The department is looking to expand the program in the next year to another prison. This is a winning program for everyone involved!

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

The following list includes the employees who retired June, 2003 through September, 2003. We wish these employees the very best in their new endeavors.

James Edward Anderson, Georgia State Prison
Dorothy Berry, Southeast Detention Center
Patricia A. Berry, Arrendale State Prison
Rex Allison Blevins, Lookout Mountain Circuit
Larry J. Bowden, Ga. Diagnostic & Classification Prison
Sandra Jean Brand, Georgia State Prison
Jimmy L. Bray, Jr., Treutlen Detention Center
Frank N. Brinson, Augusta State Medical Prison
Jimmie Lee Brown, Savannah Men's Transitional Center
Mary Catherine Carter, Alapaha Circuit
Ralph E. Chaffin, Pulaski State Prison
Faye D. Clark, Coastal State Prison
Larry D. Clover, Central State Prison
John Leroy Cockrell, Ware State Prison
Earnest B. Cowart, Rogers State Prison
Marga P. Cowart, Rogers State Prison
Norris A. Cown, Jr., Alcovy Circuit
Marcia L. Cunningham, Arrendale State Prison
Traci Edenfield, Georgia State Prison
Veronice Ford, Dougherty Circuit
Stephen D. Gooch, Enotah Circuit
Larry Dexter Green, Atlanta Transitional Center
Johnnie Benjamin Gresham, Atlanta Transitional Center
Bobbie Wayne Harcrow, Inmate Construction Services
Gail C. Harris, Gwinnett Circuit
Robert L. Harrison, South Georgia Circuit
John William Johnson, Sr., Food Distribution Unit
James E. Knowles, Baldwin State Prison
Wayne Mathis, Central State Prison
Floyd D. McCreary, Atlanta Transitional Center
Bette B. McKemie, Albany Transitional Center
James McKenzie, Jr., Autry State Prison



Timothy Robert McLeod, Valdosta State Prison
Shelva J. Meguiar, Georgia State Prison
Edward M. Mierzejewski, Valdosta State Prison
William Moore, Atlanta Transitional Center
Charles Wesley Mullins, Georgia State Prison
Jerry Donald Nichols, Ga. Diagnostic & Classification Prison
Troy L. Pelt, Jr. Georgia Diagnostic & Classification Prison
John O. Perkins, Rivers State Prison
Larry Kenneth Reed, Piedmont Circuit
Gerald Clinton Robinson, Paulding Circuit
James E. Robinson, Rutledge State Prison
Frances D. Rogers, Smith State Prison
Sharon Elaine Rogers, Ga. Diagnostic & Classification Prison
Thomas Charlton Rogers, Georgia State Prison
Alvin E. Scott, Coastal State Prison
Betty J. Scott, Wayne State Prison
Dwayne M. Scott, Coastal State Prison
Ralph Thomas Shaw, Putnam State Prison
John Tom Sidwell, Rivers State Prison
Paul Randall Skelton, Arrendale State Prison
James Hugh Sloan, Alcovy Circuit
James Spyles, Central State Prison
William W. Underwood, Jr., Middle Circuit
James G. Watson, Houston Circuit
Harry Franklyn Watts, Ware State Prison
Ann T. Welch, Washington State Prison
Theawander Williams, Rogers State Prison
Nancy C. Williamson, Wester Circuit
Albert Williford, Ware State Prison
Charles W. Willis, Metro State Prison
Ova Belle Wray, West Georgia Boot Camp

Iris O'Berry, Central Region Clinical Coordinator, and her husband, a Lieutenant with the Bleckley County Sheriff's Office, became proud "grandparents" of a large litter of bloodhounds in July. They wanted to make sure each pup was placed in a good home where it would receive the attention and care that they could not give to ten puppies. Because of their professional involvement with law enforcement, they decided to donate the puppies to established K-9 units where they would get the best of care.

K-9 Adaption



Brian Morgan, canine handler at Scott SP, and **Iris O'Berry**, Central Region Clinical Coordinator, with Beaugard the bloodhound.

Scott SP, Dodge SP, Central SP, Ware SP and Valdosta SP all received dogs from the O'Berrys. Other members of the litter found homes with the Madison County Sheriff's Office, Hawkinsville Police Department, Crisp County Sheriff's Office and the Alabama Department of Corrections. We salute the generous contribution to our department and to the citizens of Georgia who will benefit from the work of our K-9 units.

Training Section (Cont. from Page 4)

The Georgia Corrections Academy is also responsible for specialized functions such as Special Operations training and POST Certification processing of cadets. As the official POST academy for our department, it also serves as the umbrella for the four regional academies located at Alto, Milledgeville, Leesburg and Reidsville.



Academy Operations:

This unit provides legally mandated and specialized training to employees assigned to our facilities. The regional academies conduct off site BCOT's when the number of cadets exceed the space availability at Forsyth as well as provide orientation training, in-service and specialized training for facilities' employees in their region. These academies oversee the training conducted by resident trainers in our larger facilities. Last year our regional academies conducted over 2,500 classes to some 35,000 students.

Probation Training Unit:

The members of the PTU unit are responsible for providing the legally required training for sworn staff of the Probation Division, as well as the orientation program for all division employees. One of the unit's biggest assignments is the delivery of Basic Probation Officer Training (BPOT). The unit coordinates the program and delivers it in a cooperative effort with adjunct instructors. In 2003 we graduated 75 officers from the program. In-service training and annual firearms re-certification is also a major responsibility of this staff. These trainers travel many miles every year to insure that all Diversion Center and Probation Office staff obtain their necessary training.

Employee Development Unit:

EDU coordinates specialized training for field and central office staff that assists the department in meeting various legal and administrative requirements. The staff obtains training for employees in many functional areas such as Risk Reduction, Health Services, Food and Farm, and Fire Services. If you have ever attended a departmental conference, you have observed the facilitative handiwork of the EDU.

If you work anywhere within the department, chances are you have been served by this unit.

Instructional Systems Unit:

This unit provides the training necessary for employees to effectively use computer technology on the job. The majority of their instruction is carried out in our five computer training labs located across the state (Gainesville, Atlanta, Leesburg, Reidsville, Milledgeville). Whether you wish to learn how to use Groupwise or Excel, a member of this staff will be your instructor.

Management Development Unit:

One of the greatest challenges of our department is preparing sufficient numbers of employees to step into management positions. The number of employees who supervise or manage continues to increase as the organization enlarges and a significant number of these positions are being vacated by retiring employees. This unit is charged with delivering and coordinating a variety of management training programs to challenges. The department has developed a continuum of management training from Basic Management Training to Corrections Leadership Institute. In coordination with Columbus State University, this unit provides several management programs, including the executive level Command College.

Support Operations:

The administrative staff of the Training Section who handle all the business functions cannot be forgotten. Were it not for their efforts, our training would never materialize. Any of you who have obtained a travel reimbursement through Training, know the value of the work of this unit.

The Training Section continues to do a remarkable job training thousands of employees every year in the routine development efforts of our organization. It cannot be overlooked that they rise to the occasion when monumental training initiatives are required. These include such efforts as the 1996 Olympic training, 2004 G8 Summit training and PeopleSoft implementation and upgrade training.

The Training Section never forgets that training within our department would not be so successful were it not for the support of all the supervisors and managers who insure their employees make it to training. Equally valuable is the commitment of the adjunct instructors both in the classroom and on the firing range.



WORK AWAY

Work Away is a new initiative of Governor Sonny Perdue that will bring more ways of doing business with the goals of giving employees greater balance in their lives and reducing the commuting traffic on our highways. Work Away consists of two programs, telework and alternative work schedules. Telework is where employees work at a location other than their normal work-site, such as a home office or another facility or office closer to their home. Alternative work schedules let employees compress their work hours into smaller time frames, allowing for more days off. Governor Perdue's goal is to eventually have 25% of all state employees participating in Work Away. Sections of the department, including facilities and probation offices, are currently involved in a pilot study. When this study is complete in mid 2004, we expect to roll out Work Away across the department to those jobs and employees who are eligible.

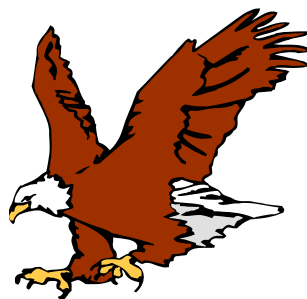
Commissioner Donald's Comments (Cont. from front page)

Finally, the Department of Corrections is not bricks, mortar and razor wire or offices, body armor and weapons. The Department of Corrections is the 15,000 Georgians who perform our mission 24 hours a day, seven days a week in the corridors of Dooley State Prison or on the streets of Augusta. I pledge my support to you and your families as together we work to continue to set the standards of excellence in corrections.

I want to also publicly thank Joe Ferrero for his leadership of the department in the interim as Acting Commissioner. He has done a superb job. I have asked him to stay on as the Assistant Commissioner."

CLEAN AIR CAMPAIGN

In the Central Office, summer means "smog season." As a part of the Clean Air Campaign, the Department of Corrections does its part to reduce harmful smog in metropolitan Atlanta. For its efforts to reduce smog, the department was again recognized as a Platinum Partner by the Clean Air Campaign. This is the highest recognition given by the Clean Air Campaign. The department participated in the Clean Air Challenge to encourage employees to switch to alternative transportation. This three-month program allowed the department to reduce commuter mileage by 14,465 miles, the equivalent of driving from Atlanta to Seattle six times. As an incentive, the Clean Air Campaign awarded a \$25 gift card to one participant every month. The winners were: June: Andrea Spates (Probation), July: Jerry Buttelwerth (Health Services) and August: Tyneshia Farmer (Central Personnel). The department is recognized as a leader in smog reduction efforts in Atlanta and we appreciate all the efforts of Central Office employees.



Those with stories of interest should contact:

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Peggy Ryan, Director

Clean Air Challenge Winners: (l-r): **Tyneshia Farmer**, Central Personnel Administration, **Jerry Buttelwerth**, Health Services, and **Andrea Spates**, Probation Director's Office

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