

INSIDE

CORRECTIONS

*national
corrections*
**BUDGET
SHORTFALL**

*A look at what states are doing,
generally and in corrections, to
address their budget shortfalls.*

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Inside Corrections is an Oklahoma Department of Corrections quarterly publication distributed to employees, retirees and friends of criminal justice, to enhance communications and provide information on the development and achievements of this agency.

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On the Cover

National Corrections
Budget Shortfall

INSIDE CORRECTIONS

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OKLAHOMA DEPARTMENT OF CORRECTIONS

MISSION:

TO PROTECT THE PUBLIC, THE EMPLOYEES,
AND THE OFFENDERS

All readers are encouraged to submit articles, letters, comments and ideas for future issues. Copy should be submitted by e-mail to marcella.reed@doc.state.ok.us or CD. All articles are subject to editing, with every effort made to preserve the integrity of the submission.

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Welcome to *Inside Corrections*

PERPETUAL MOTION



For the past three years I have discussed with other correctional directors how they were responding to drastic budget cuts. I have also witnessed the operational, political and public effects and responses to how correctional agencies have reduced their budgets. There was always some relief in knowing we were not having the same budgetary problems as many other states. As with fashion changes and other trends it takes a little longer for change to make it to Oklahoma and now the full blown recession is here. This edition of *Inside Corrections* provides some state by state insight to measures taken. You will probably notice when reading about actions taken by other states that other than closing facilities, there are no reductions that we have not already implemented. In fact, we have been more proactive in implemented reductions in more and unique ways to avoid furloughs and other measures that accelerate the perpetuation of the recession.

Oklahoma has a unique aspect to add to its recessional problems. It is well publicized that we are number one per capita on the incarceration rate of women and fourth in men. Even though we have one of the lowest annual costs of incarceration in the nation we receive a larger share of what most correctional agencies take from state revenues. This makes simple sense, which is the more you incarcerate a percentage of your citizens, the more of the state budget is necessary albeit you do it very cheaply. Many outside of Oklahoma equate a high incarceration rate with a high crime rate. However this is not the case and in fact Oklahoma's crime rate is no higher than most other states. Our high incarceration rate gives many corporate executives much consternation. As they attempt to recruit employees to move to Oklahoma, sometimes they hear Oklahoma is not a safe place and is a prison state. Of course this is not true but our high incarceration rate coupled with being in the top ten on many negative social type illnesses does not make Oklahoma an attractive move for many. Also our incarceration rate translates into one in twelve citizens in Oklahoma being convicted felons. This is a conservative estimate. Some believe that this is a contributing factor for Oklahoma being the fast food utopia of the nation. That is to say we have so many ex felons that only minimum wage fast food establishments will hire them. Therefore basic economics applies here where supply of low wage workers actually drives the demand for such jobs. The fact we are listed as a state with high obesity also contributes to the fast food appetite. So with so many convicted felons who in most cases will not be given an opportunity to climb cooperate ladders even though there are excellent examples to the contrary, this trend will continue. Lastly our tax base is largely dependent upon oil and gas revenues which have seen a major price reduction and is the main contributor to our revenue problems. Until our economy becomes more diversified and not simply by adding more minimum wage jobs, Oklahoma will continue to have sporadic boom or bust revenues.

You know the recession is either worsening or hovering somewhere slightly above the bottom when you see the Tulsa Police Department laying off 124 officers and other public safety employees around the state being laid off and/or accepting salary reductions and other concessions. One has to wonder when you hear rhetoric expelling the positive virtues of the recession in the vein that it will assist to eliminate excess government ...are they talking about public safety? Government is not unlike the private sector in that jobs are necessary to create more and/or better products and service thereby being a positive force pushing a recession down. This is especially true when a correctional agency is expected to provide public safety through a variety of ways from the traditional no escapes to successful programs, treatment, reintegration and supervision.

Both private and public employees respond the same when faced with financial uncertainty caused by real or speculative salary reductions, furloughs and layoffs...they drastically reduced purchases and start saving money. This behavior though necessary for mental comfort and sometimes financial survival will prolong a recession. That is one of many reasons we have explored and exercised all options when responding to budget cuts. One goal is to minimize the effects of our actions that would prolong the recession. A prolonged recession will most assuredly result in more budget cuts for state agencies. This is sometimes difficult to accomplish because as we reduce and/or eliminate contracts we are in fact contributing to extending the recession. The same applies to suspending the rodeo this year and moving our training academies. One has to weigh taking these types of measures against providing compliance with our mission statement and protecting employee income.

There was some slightly better news this past week that January revenues while still below estimates and below revenues compared to January 2009, were up from the previous month. So hopefully this good news will continue and we will be able to respond with a minimal amount of disruption. Of course as mentioned in previous director's updates we also have the uniqueness of having to address a budget deficit caused by net offender growth aside from the recession.

Justin Jones

Justin Jones
Director
Oklahoma Department of Corrections

In Other Words

District Supervisor Young,
The Camp Burge Youth and Adolescent Development Foundation, Inc. thanks the Department of Corrections for services rendered over the past 5 months by the inmates for much needed maintenance at the camp.

We would like to have them come back and help us in the spring when the camp opens.

Again our heartfelt thanks to you.

Sincerely,

Bennie J. Surratt

BOARD CHAIRMAN
CAMP BURGE YOUTH &
ADOLESCENT DEVELOPMENT
FOUNDATION INC.

Director Jones,

On behalf of the Terrorist Screening Center (TSC), please accept this letter of commendation for Administrative Technician Amanda Stewart of your department.

On September 2, 2009, Ms. Stewart conducted a background investigation which involved an individual who preliminarily matched a lookout on the TSC's watchlist. According to NCIC protocol, Ms. Stewart contacted the TSC and provided information which allowed TSC screeners to positively match the encountered individual to a known or suspected terrorist on the watchlist.

The professional handling of this

encounter by Ms. Stewart provided the TSC with information that may prove valuable to the Federal Bureau of Investigation and the overall intelligence community.

In closing, I want to thank you for leading a department that is actively protecting our nation.

Sincerely,

Timothy J. Healy

DIRECTOR

TERRORIST SCREENING CENTER
WASHINGTON, D.C.

Director Jones,

Thank you for your message of condolence to the family of Officer Stephen Johns. We are forwarding your letter to his family, along with the thousands we have received. We know that they are deeply grateful for the outpouring of support from so many concerned citizens and organizations across the country and around the world.

As our staff continues to mourn the tragic loss of Officer Johns, we also celebrate his life and pay tribute to his legacy. He will always be deeply missed.

Sincerely,

Sara J. Bloomfield

DIRECTOR

UNITED STATES HOLOCAUST
MEMORIAL MUSEUM
WASHINGTON, D.C.

Inside Corrections welcomes your comments. Letters must include name and contact information. We reserve the right to edit all submissions. Send letters to Inside Corrections, Attn: Editor, 3400 Martin Luther King Avenue, Oklahoma City, OK 73111, or fax to (405) 425-2502. Address electronic mail to marcella.reed@doc.state.ok.us.

In Other Words

Director Jones,

On behalf of *Special Olympics Oklahoma* and the *Law Enforcement Torch Run*, I would like to thank the Department of Corrections for assisting us with our Cops on Doughnut Shops fundraiser again this year. The event was a huge success. Twenty-four law enforcement agencies in Oklahoma raised over \$31,500 for Special Olympics Oklahoma. We could not have done this without your help. Thank you for allowing officers from your agency to participate in this event.

The success of the event is due to all of the officers that take time out of their busy schedules. We appreciate the support of the following officers that volunteered from your agency: Milt Gilliam and Julie Whitehead.

Sincerely,
Derek Cain

DEVELOPMENT DIRECTOR
SPECIAL OLYMPICS OKLAHOMA

Director Jones,

We recently visited McAlester during our Leadership Oklahoma trip and met many of your staff at "Big Mac." They were all great!! I know you are proud of them! Thank you for your agencies' effort!!

Sincerely,
R. Darrell Weaver
OKLAHOMA BUREAU OF
NARCOTICS AND DANGEROUS
DRUG CONTROL

Director Jones,

The recent Leadership Oklahoma class session in McAlester on the Criminal

Justice System was a tremendous success thanks to the participation of many representatives of the Department of Corrections. We are sorry that you could not attend this year but you were well represented. The quality of Leadership Oklahoma's program is made possible because of support from businesses, agencies, organizations and individuals who generously share their time and expertise with us.

The two-day session was filled with information and discussion of statewide issues. The impact of the multi-facet criminal justice system is complex and felt throughout our local communities and state. Leadership Oklahoma Class XXIII was given much to think about during their visit to McAlester.

Your support of Leadership Oklahoma is appreciated. Thank you for helping to make this class session a success.

Sincerely,
Ann Ackerman, Ph.D.
CHIEF EXECUTIVE OFFICER
LEADERSHIP OKLAHOMA

Director Jones,

This letter is a "thank you" for the facility tours that I scheduled during the Fall of 2009 for my US Corrections class. We toured Mabel Bassett Correctional Center, Oklahoma State Penitentiary, Union City Community Corrections Center, and Elk City Community Work Center. As is typical, those arranging the tours and those providing the tours represented the department in a very positive fashion.

I appreciate, that in difficult budget

times, it is a challenge for facility administrators to allocate staff to provide tours. I would stress again that such tours for college classes represent opportunities to recruit well-educated students. Private, federal, and Texas facilities are exceedingly willing to recruit via tours for college classes. I hope the department will continue to find a way to make possible these kinds of tours.

Thanks very much.

Sincerely,
Phillip D. Holley

PROFESSOR OF CRIMINAL JUSTICE
SOUTHWESTERN OKLAHOMA
STATE UNIVERSITY

Debbie Dorris,

Thanks so much for sending the October issue of Inside Corrections containing the nice article you wrote about the Poker Run.

Jonathan (and I, too!) had an absolutely delightful time helping out. He really enjoyed being with people, and the LETR folks are some of the nicest ones around.

Please tell your co-workers how much we appreciate them -- for what they do on a daily basis, and for the extraordinary impact they make on the lives of Special Olympics athletes...and their families!!

You have touched our hearts very deeply, and we thank you.

Sincerely,
Pat Parkhurst

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In Other Words

Warden Williams,

I was recently notified of the Oklahoma State Reformatory 100 Year Celebration. The thought of the event brought back several memories of OSR, living on the “line” and working with the many brave, dedicated and hardworking employees.

I was a deputy warden from 1988 to 1992 at OSR before becoming the warden at William S. Key Correctional Center. The OSR experience was special because of the design, the toughness of the inmates and corresponding tough, brave employees. That experience is a true foundation for me. The employees deserve so much credit for protecting the public, inmates, themselves and their co-workers.

I hope the agency, as it moves forward, truly embraces the historical contributions that OSR has made to the Oklahoma Department of Corrections and Southwest Oklahoma.

There are so many people I worked with there that I enjoyed knowing and working with. I hope they attend the event because they are the ones that made OSR safe and at times fun. This is a celebration about the people and the granite that has stood for 100 years.

Please give my best to the community, the employees, the retirees and special thanks to those 25 foot granite walls that are “Standing Proud.”

Sincerely,
Jim Dennis

EXECUTIVE DIRECTOR
CORRECTIONS COMMISSION
OF NORTHWEST OHIO

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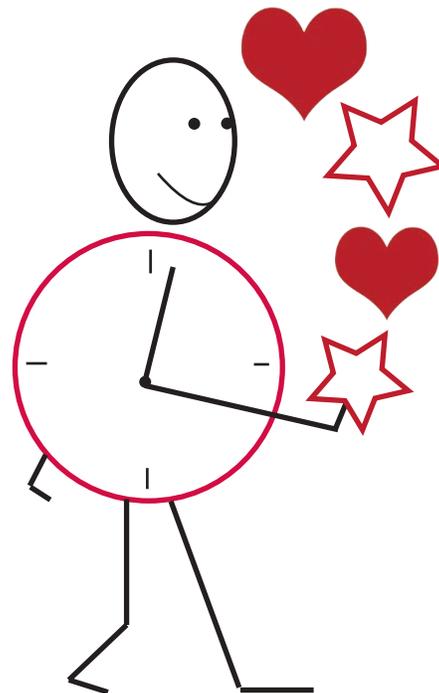
CONGRATUALATIONS ON REACCREDITATIONS

Lawton Community Corrections Center

received their third consecutive 100% on mandatory standards and 100% on non-mandatory standards.

VOLUNTEERS

Thanks for the
Time you Share,
Dedication, & Care



Graduation

The Correctional Training Academy in Wilburton hosted Correctional Officer Cadet Class W011110 from January 11, 2010 through February 4, 2010. The 21 cadets in this class successfully completed the required 160 hours of pre-service instruction. Eleven different facilities, ranging in security level from maximum security to community security, had students in W011110.

The staff of the Correctional Training Academy in Wilburton would like to commend the Class of W011110 on a job well done and wish them the best of luck in their careers with DOC.

AWARD RECIPIENTS

William Alford
Mack Alford Correctional Center
Academic Award

David Whisenhunt
James Crabtree Correctional Center
Class Leadership

Alexander Crosby
James Crabtree Correctional Center
Outstanding Performance

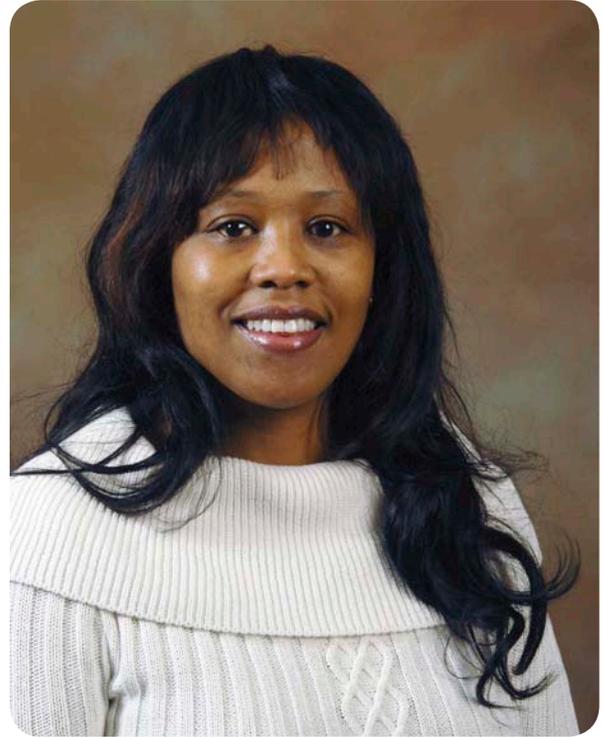


ILINDA JACKSON, VICTIM SERVICES TREATMENT AND REHABILITATIVE SERVICES

Please join Treatment and Rehabilitative Services in welcoming Ilinda Jackson as the Victim Services Coordinator for the Department of Corrections.

Ms. Jackson began her career with the Oklahoma Department of Corrections in May 2003 as Chaplain II at Mabel Bassett Correctional Center and promoted to the Faith and Character Community Coordinator in 2007. In November 2009 Ms. Jackson promoted to Coordinator of the Victim Services Unit.

Ms Jackson graduated from Oklahoma City University with a Masters in Applied Behavior Studies, and has applied to test for Licensed Professional Counselor.



MARVIN VAUGHN, WARDEN WILLIAM S. KEY CORRECTIONAL CENTER

Please join the Division of Institutions staff in welcoming Marvin Vaughn as the Warden at William S. Key Correctional Center.

Mr. Vaughn began his career with the Oklahoma Department of Corrections in February 1987 as a correctional trades supervisor at the Jim E. Hamilton Correctional Center and promoted to Safety Consultant III in 1998. In January 2007 Mr. Vaughn was promoted to Deputy Warden at the Oklahoma State Reformatory, and in May 2009 became Interim Warden at William S. Key Correctional Center.

Mr. Vaughn graduated from Mid-America Christian University with a Bachelor degree in Criminal Justice Management and Ethics.





national corrections **BUDGET SHORTFALL**

by Dr. Michael Connelly, Administrator
Evaluation and Analysis Unit

If misery loves company, then misery must be delirious right now looking at almost every state facing similar and worse budget problems as we are facing in Oklahoma. Current estimates for the total shortfall nationally for all state spending in FY 2010 and FY 2011 range as high as \$350 billion. At this writing, just after the Governor's budget address, Oklahoma itself faces a \$1.9 billion shortfall for FY 2011.

Clearly the impacts will be deep and long-term for Oklahoma and the nation. Some budget experts have said significant and permanent changes will be necessary to meet the reduced resources. For example, Raymond C. Scheppach, executive director of the National Governors Association, stated recently



IT'S MUCH MORE LIKELY
that we're facing a near-permanent reduction in state tax revenues that will require us to reduce the size and scope of our state governments.

that, "I think we're kind of in a permanent retrenchment. There are a number of areas where we've got to sit back and almost look at new models for delivering services." He also noted that, "This is not a normal recession cycle that will put us on our old path in three or four years."

Robert N. Campbell III of Deloitte LLP agreed and pointed out that "The duration of the downturn and the shocking level of revenue shortfall compared to other recent downturns offer states the opportunity to transform state workforces. Unfortunately, many states have

not come up for air and continue to focus on short-term, across-the-board cuts and accounting adjustments." Governor Mitch Daniels of Indiana wrote in the Wall Street Journal last September, "What the radar tells me is that we ain't seen nothin' yet. What we are being hit by isn't a tropical storm that will come and go, with sunshine soon to follow. It's much more likely that we're facing a near-permanent reduction in state tax revenues that will require us to reduce the size and scope of our state governments." The director of the National Association of State Budget Officers, Scott Pattison, put the exclamation point on

it: "Inevitably the big spending cuts facing many states next year will translate into eliminating whole agencies and programs. Small cuts aren't going to do it. Something's got to give."

So what's "giving" in other states right now and in the near future? What are states doing, generally and in corrections, to address their budget shortfalls? Many have turned to furloughs and layoffs. By December 2009, according to Stateline.org, twenty-four states had instituted or planned furloughs in at least some of their state agencies while eighteen had cut state employees.

(continued on page 12)

The following information from **Stateline.org** discusses general furloughs and layoffs, by state, into December 2009:

States Turn to Employee Furloughs

Although the recession has unofficially ended, states are still struggling to cut spending and balance their budgets. Many states continue to target their payrolls, which represent nearly 20 percent of state budgets, and are furloughing or laying off workers.



STATES WITH FURLOUGHS

(continued from page 11)

ALABAMA

State agencies can furlough employees for up to 24 days a year, but all furloughs have been temporarily blocked by a legislative committee.

ARIZONA

Departments have responded to budget cuts with furloughs.

CALIFORNIA

The court system furloughed its workers on the third Wednesday of each month for 10 months.

The state furloughed 20,000 workers for three Fridays a month.

The executive branch is furloughing 189,000 of its 235,000 workers three days a month until June 2010.

The Board of Regents voted to furlough 144,000 employees 11 to 26 days a year, and the California State University System will furlough at least 40,400 employees two days a month.

COLORADO

The state is furloughing 15,500 workers four days over the next few months. Public safety, parks, unemployment and state hospital employees are exempted.

The governor is calling for four more furlough days in 2010. The 2010 unpaid leave is expected to save \$27.2 million.

CONNECTICUT

The state furloughed 50,000 employees for seven days over two years. The move is expected to save \$70 million.

DELAWARE

The state will furlough 31,500 employees for five days during the next year to save \$28.5 million.

GEORGIA

The state's Department of Human Services has furloughed 9,000 workers for 12 days during FY 2010 to save \$23 million.

The state is furloughing 128,000 educators during teacher planning days to save \$135 million.

The state Supreme Court is furloughing justices and all court staff for three days before the end of 2009.

HAWAII

The Hawaii State Teacher's Association has agreed to 17 furlough days a year for 10-month teachers and 21 furlough days a year for year-round teachers. The leave is expected to save \$117 million.

STATES WITH FURLOUGHS

The Hawaii Government Employees Association approved 18 furlough days this fiscal year and 24 next fiscal year for most state workers represented by the union. A savings of \$204 million over two years is anticipated.

The governor has ordered two furlough days a month for herself, her cabinet and deputies.

IDAHO

Some agencies, including the Health and Welfare Department, have implemented furloughs to cut costs, furloughing 3,710 employees so far this fiscal year.

The Corrections Department is furloughing its 1,650 workers four to 12 days in FY 2010 to save the state \$11.5 million.

IOWA

The state's judicial branch, including all judges and magistrates, has been ordered to close offices and take 10 days of unpaid leave between December 4 and June 18, 2010. The move is expected to save \$4 million.

MAINE

The state is furloughing em-

ployees from non-essential government services for 20 days during the next two years.

MARYLAND

The state is furloughing 70,000 non-essential employees for three to 10 days, depending on salary, during the next few months. The unpaid leave will save \$76.1 million.

MASSACHUSETTS

The governor has asked the 4,000 executive branch managers to take furloughs of up to nine days. The group took five furlough days during the last fiscal year.

MICHIGAN

The state required all 37,400 of its employees to take six furlough days by October 1. The move was expected to save \$22 million.

NEVADA

The state is furloughing employees one day a month. Teachers and higher education employees are taking a 4 percent pay cut rather than furloughs. The move is expected to save \$333 million.

NEW HAMPSHIRE

Eighteen legislative employees voluntarily took 215 un-

paid days during the summer and fall, saving \$847,000.

NEW MEXICO

The governor called for 20,000 state employees to take five furlough days. The move is expected to save \$11 million.

OHIO

The 2010 budget authorizes the Department of Administrative Services to impose 10 mandatory furlough days.

The Ohio Civil Services Employee Association ratified a contract that includes 10 days of furloughs for all employees in its union.

OKLAHOMA

Averted furloughs this fiscal year (see more page 15).

OREGON

The state is furloughing all employees for 10 to 14 days during the next two years. Corrections workers will take "floating" furlough days instead of taking them on the designated furlough days. The move is expected to save \$71.5 million.

All university employees are being furloughed eight to 16 days during the next two years.

RHODE ISLAND

In fiscal 2010, state workers are required to work eight days without pay spread over eight separate weeks. In exchange, workers get 1¼ days of personal leave for each day they aren't paid — a total of 10 days — or they can choose to get paid for four of the days they missed upon retirement or discharge.

SOUTH CAROLINA

State agencies are required to take up to 10 furlough days from employees. Furloughing all employees is expected to save \$1.4 million.

VIRGINIA

The governor is furloughing state employees on the Friday before Memorial Day 2010. The unpaid day off will not apply to critical personnel such as police and emergency crews.

WISCONSIN

State workers are being furloughed eight days-a-year for the next two years.

Legislative staff will be furloughed 16 days over the next two years. Legislators have been asked to return eight days of pay during each of the next two fiscal years.

STATES WITH LAYOFFS

(continued from page 13)

ALABAMA

Department of Examiners of Public Accounts will lay off more than 30 of its 200 examiners.

ARIZONA

The state has laid off 1,000 tax auditors, benefits screeners and other state employees.

CALIFORNIA

The state laid off 17,500 by July 2009.

The governor proposed laying off 5,000 state workers mostly working in corrections and human services.

DELAWARE

The state has removed more than 500 vacant positions through attrition.

HAWAII

The state plans to lay off 1,100 state employees, and lawmakers eliminated 200 state jobs.

IDAHO

The state laid off 350 employees since July 1, 2008 and has

been holding 700 jobs vacant. The Corrections Department eliminated 44 positions.

ILLINOIS

The Secretary of State's office is offering \$5,000 incentives to 318 employees who have worked at the agency for 30 years or more to leave their jobs by the end of the year.

MAINE

The state laid off about 300 employees.

MARYLAND

The governor has eliminated more than 2,700 mostly vacant government positions.

The Board of Public Works has approved the elimination of 364 positions, more than 200 of which are filled.

MASSACHUSETTS

The state has eliminated 750 positions. The governor warned that up to 2,000 jobs could be eliminated if the state employees' unions did not agree to concessions.

The Trail Courts have cut their number of employees, mostly by attrition, from 7,565 to 6,995.

MICHIGAN

The Department of Agriculture laid off 28 workers and the Capitol security office laid off 11 workers.

The Department of Human Services will eliminate 320 jobs.

MISSOURI

The governor laid off 700 employees and eliminated 200 jobs.

NEW HAMPSHIRE

The state will lay off 200 employees.

NEW MEXICO

The governor has called for the elimination of 1,000 state jobs.

The governor ordered a hiring freeze at the beginning of the year, which has resulted in 2,900 vacancies.

NORTH CAROLINA

The state will lay off 725 employees under the current budget and 1,318 jobs have been eliminated.

VIRGINIA

The governor ordered the elimination of 929 state jobs, including 593 layoffs. Also to be laid off are about 200 temporary and hourly wage employees who supplement the state's full-time work force. The wage-worker reductions are anticipated to save \$2.3 million.

WASHINGTON

The state is cutting about 7,000 jobs in agencies, universities and public schools.

Both the House and Senate are cutting their full-time staff by 5 percent.

WISCONSIN

The state could lay off up to 1,110 state employees based on 2010 budget cuts.

Source: National Conference of State Legislatures and Stateline.org reporting

<http://www.stateline.org/live/details/story?contentId=440784>

Corrections has not been spared in most states. Georgia, for example, excised 1,500 corrections jobs in the last two years. South Carolina removed 101 probation and parole positions in the same period. States have also turned to **program cuts**, including correctional programming. California cut two-thirds of its correctional program budget. Montana eliminated its recognized Women's Meth Center.

The Oklahoma Department of Correction's response to the budget shortfall reductions does not include furloughs but does include:

- Voluntary and non voluntary retirement eligible employee buyouts
- Reduction in force by elimination of certain classified job classifications
- Elimination of certain filled unclassified positions
- Elimination of non grant funded treatment and program contracts
- Reduction in contract prison bed space per diem
- Closing training academies at OU and Eastern Oklahoma State College
- Reductions in inmate pay
- Reduction of emergency and canteen funds
- Cancellation of prison rodeo

We are continuing to experience net offender growth which is over 800 compared to last year or 339 for this fiscal year; creating a budget trending deficit to date of \$5.7 million. Our response to

this trending deficit created by net offender growth includes reviewing business plans to close certain smaller facilities thereby moving inmates into county jail contract space and consolidation of other facilities. We will also conduct further reductions in force but the great majority of those savings will not be realized until FY 2011. Despite these actions, we will not be able to cover the trending deficit due to this inmate growth without some immediate relief to reduce our inmate population.

Early parole and/or release have found popularity in many states, such as Arkansas, Colorado, Illinois, Kansas, Kentucky, Mississippi, Oregon, Texas, and Wisconsin, to deal with state budget issues. Other states have closed or proposed **closing prisons**, including Alabama, Connecticut, Kansas, Michigan, and Texas. New York will close four prisons this year. **Reduced supervision** has occurred or will occur in several states, including Iowa's sex offender program and general probation and parole in South Carolina, Washington, and West Virginia. Other states have seen **decreases in prison admissions**. The latest national statistics indicated that admission rates dropped 0.5% in 2008 and that thirty states had declines in their incarceration rates.

Some states have been even more dramatic. Iowa and Utah have instituted **four-day work weeks** for their state employees who can be assigned

to them in an effort to decrease building, utility, and vehicle usage. Some state and local governments have put their **buildings up for sale**. Arizona, in addition to instituting a **5% state pay cut**, has proposed selling state facilities, and Manchester, New Hampshire has talked about selling its City Hall and moving offices to an abandoned Circuit City. Within Oklahoma, Tulsa has also offered employees pay cuts to avoid firings.

From all this, it is clear that it will be a while before misery stops giggling happily. It is also clear that we will need to be our most creative and constructive in the ideas and policies we develop to meet the tremendous challenges facing us in our fiscal future. We will need more than "thinking outside the box" when the "box" is circling down the drain. The Oklahoma Department of Corrections is nationally recognized, most recently by an extensive external audit, for its commitment to getting the most public safety out of every dollar appropriated. That heritage is both a strength and an obligation and supports this opportunity for us to provide national leadership and models as states restructure their governments in these difficult times of possible permanent retrenchment. ■



It is clear that we will need to be our most creative and constructive in the ideas and policies we develop to meet the tremendous challenges facing us in our fiscal future.

2009 EMPLOYEE Award RECOGNITION

DIVISION *Outstanding Employee of the Year* Recipients



**KRISANDRA WARREN
TREATMENT AND
REHABILITATIVE
SERVICES DIVISION**

Kristy Warren has worked tirelessly to design, develop and implement a web-based application to collect program

participation information in real time. Her knowledge of computer systems, DOC programs, and data collection requirements has positively influenced the overall system development. Ms. Warren has also coordinated and delivered training on the use of the new process to select staff at all facilities and has provided technical support to end users ensuring a smooth transition to the new web based system. These functions have been in addition to her regular job duties as Evaluation Coordinator.

Kristy has presented and developed ideas to increase the continuity of program effectiveness by creating a standardized training manual for programs. She has created publications and literature to promote the positive work being done in the department and with partners of the department. She assisted in the training of case management staff on the Reentry and Transition message board and the resource manual. Kristy ensures information is placed on the Reentry and Transition website that is helpful to users. She has also assisted in the development of a web based system to collect data on program participation.

Standing Proud

She has been working with the recreation officers to develop training for staff and for offenders to ensure that leisure time activities are addressed for the offender population. This was an area that had not received the attention warranted. She has energized the recreation staff working at the facilities. Kristy has diverse skills that enable her to be a vital member of the team. She assists in the areas of reentry, education and all other programs related to reduction in recidivism. She is an extremely valuable asset to the department.



**COURTNEY WOODARD
COMMUNITY
CORRECTIONS
DIVISION**

Courtney Woodard currently supervises 9 probation and parole officers and has taken on a number of specialized projects for Central District Community Corrections (CDCC). As Team Supervisor, Courtney is responsible for

the district's female offender caseload project, and during July 2009, she gave an outstanding presentation regarding the project's success at the Oklahoma Board of Corrections.

Courtney has also spent countless hours preparing and editing the district's Fiscal Year 2008 Annual Report, which was recognized by administrators as one of the top community corrections annual reports. Due to her excellent communication skills, she was selected as the district's Public Information Officer and has done an excellent job in this role. During April 2009, she made a presentation regarding Evidence Based Practices in Offender Supervision at the Prison Ministry Program held at Fairview Baptist Church.

Team Supervisor Woodward is well respected by her team members, peers and supervisors alike. She is an excellent coach to those on her team and does an outstanding job of ensuring their ongoing professional development and commitment to the application of evidence based practices in all aspects of their job. She empathizes with the clients we supervise without removing responsibility and genuinely believes that everyone has the ability to make pro-social change if provided the proper direction; this philosophy is reinforced with her staff through her insistence that individualized and appropriate sanctions and incentives be utilized to help bring about lasting change in our offenders, thereby increasing the number successfully diverted from prison.

Enough good things cannot be said about Courtney. Her work ethic and professional contributions to CDCC have played a significant role in our success and the success of those under supervision.



**CHARITY ZAMORANO
FIELD OPERATIONS
DIVISION**

According to her job title, Charity Zamorano is a Secretary V for Private Prison and Jail Administration, but she's also the office manager of 9 monitors, one accountant, an administrative programs officer and a unit that has an approximate yearly budget of \$99 million dollars. Charity manages and tracks all projects for the office, and has a huge responsibility assisting in the writing of various multi-million dollar contracts. She is a dedicated employee and proactive in her work. Charity designed and implemented the
(continued on page 18)

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SIR database for the unit and serves as the unit software expert. She is always willing to provide assistance upon request, often anticipating and meeting the need before it is expressed. Charity is a valuable asset to the unit because of her team approach to work, her experience in the unit, her attention to detail and high standards of professionalism. Her dedication is exemplified by her attendance at case management training in an effort to better understand and respond to offender issues.



**CARMEN JACKSON
COMMUNITY
SENTENCING
AND OFFENDER
INFORMATION SERVICES
DIVISION**

To Carmen Jackson, her job as a Community Sentencing local administrator is mission work. Her professionalism and commitment to excellence are driven by a belief that

public safety is enhanced and that a human life gone astray is salvaged when an offender's criminogenic needs are successfully addressed. She embraces evidence based practices, supporting the diversion of prison-bound offenders to Community Sentencing where the opportunity for treatment is more likely to result in future law abiding behavior. Her duties routinely require that she employ her well developed marketing, sales, negotiating, and conflict resolution skills. Carmen's enthusiasm for her work is contagious, and she thrives on networking occasions. Her tenacity and creativity ensure the continuing success of any planning council assigned to her.

Carmen Jackson has a rich history of exemplary job performance and demonstrated commitment to the agency's mission. Her daily actions and interactions are reflective of her commitment to enhancing through Community Sentencing the public safety of Oklahoma County where she and her family reside. Specifically, Carmen has exhibited leadership by building bridges with council leadership, fine tuning operational procedures, educating stakeholders, and clearly defining expectations of contractors. Carmen Jackson is known for her hard work, positive attitude, networking abilities, communication skills, and commitment to Community Sentencing and to the agency.

AGENCY
*Outstanding
Employee of the Year*
Recipient



**CINDY LEONARD
ADMINISTRATIVE
SERVICES DIVISION**

This year has been a challenging one for the Oklahoma Department of Corrections. With state revenues down, all agency budgets were deeply cut. The problem facing DOC administration was how to reduce costs while protecting our employees' jobs and continuing to provide the services expected. All avenues were explored and Cindy Leonard was given the job of collecting data, crunching numbers and presenting reports to the administrative team on how each suggestion would affect agency

employees. When the decision was made to offer a Voluntary Buy Out to all retirement eligible employees, it was again Cindy Leonard who had a major role in:

- Developing processes necessary to initiate the buyout
- Investigating all the implications of the buyout on payroll, time/leave and benefit units
- Assembling the speaker panel from Personnel that would go statewide and present information to employees
- Creating the PowerPoint used at each training presentation
- Developing, in Oracle, the capability to pull out all necessary employee information on each potential retiree

As individuals signed on for the buyout, Cindy set up a spreadsheet which was utilized to track each component of the process from initial interest through the date the contract was signed. Cindy did not stop there. She compiled a list of employees, by work location, who would be retiring in conjunction with the buyout and sent it to every Human Resource Management Specialists in the field.

As other state agencies received word that cuts would be needed, they contacted OPM and were referred to the Department of Corrections, where several of the forms and processes developed by Cindy Leonard were shared with them, a fact that saved many manpower hours by

not having to “reinvent the wheel.”

Cindy’s vast personnel experience coupled with an honest and caring attitude has allowed her to assist numerous staff members as they have faced some personal situations concerning health issues for themselves or their family members. She can always be counted on to be confidential and discreet, no matter how sensitive the matter. These actions demonstrate not only professionalism, but also set a standard that others can follow.

DIVISION *Professional Excellence* Recipients



**AMY MADISON
FIELD OPERATIONS
DIVISION**

Amy Madison embodies professional excellence, she maintains a consistently

high level of performance in every aspect of her job, and she represents the department with professionalism.

Under Amy’s leadership, James Crabtree Correctional Center’s Recruitment and Retention Task Force attended the OK Quality Team Day at the State Capitol in May, 2009. The task force was pleased to receive a Governor’s Commendation for quality at that event, one of only approximately 40 awarded that day. The task force was further honored when they were announced as winners of a Governor’s Specialty Award, of which only five were awarded. Amy’s team was awarded the Specialty Award for going the extra mile in acknowledgement of their enthusiasm and willingness to think outside of the box in order to achieve their goals. This special recognition is due in large part to Amy’s leadership and commitment to excellence.

Amy’s JCCC Recruitment and Retention task force was specifically mentioned in the recent DOC efficiency audit as being “as impressive as any in the state.” The task force was also recognized by the department for its exceptional work when all members were called to Oklahoma City to meet with high level managers to discuss all facets of our recruitment and retention program.

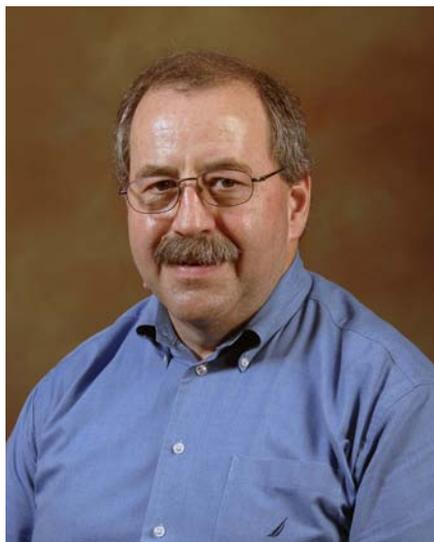
JCCC’s recruitment numbers have increased significantly as a result of Amy’s efforts. This has allowed JCCC to hire eighteen new staff members since the hiring freeze was lifted in May; while some of these new hires occurred in FY2010; they are a direct result of efforts put forth in FY 2009. The bottom line remains that JCCC’s increased
(continued on page 20)

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staffing level has raised morale as well as enhanced the safety of staff and offenders alike.

Retention has also improved as a result of the task force. The higher numbers of applicants have allowed JCCC to select the best applicants from a larger pool, which enhances morale among all staff.

Amy Madison exemplifies excellence. She represents JCCC and the Department of Corrections with extreme professionalism, and her leadership skills both at work and in the public arena are well-recognized. Amy's upbeat, friendly personality has allowed her to remain very approachable; JCCC staff turn to her for assistance and advice. She meets even the most difficult circumstances with grace and strength; she truly cares for the employees, and will do whatever it takes to get the job done well.



ROBERT WILKERSON
ADMINISTRATIVE
SERVICES DIVISION

Bob Wilkerson is a member of a government fleet management organization and the Department of Central Services Fleet Advisory Committee. He manages the DOC vehicle fleet, p-card administration, surplus property and risk management programs. His communication and coordination with internal staff and Department of Central Services (DCS) has facilitated DOC being prepared with needed processes for accurate conversions to future new DCS implemented systems and compliance with requirements that are constantly evolving. Bob's skills and knowledge allowed him to proactively address possible problems that might develop during website transition from Transmontaigne to Mansfield Oil, the system used for payment and monitoring of the DCS ComData card. This allowed for a smooth conversion. His experience and knowledge have been invaluable in keeping staff trained and updated in procedural changes in all the programs he manages. He demonstrates a clear understanding of policy, DCS rules and state statutes specific to his area and their relation to other components of the agency. His professional attitude, leadership and dedication make him an asset to DOC. Bob effectively prioritizes tasks ensuring that deadlines and goals are met.

He continues to proactively address and develop plans for the many changes impacting the functions of his area and has developed a more manageable fleet operation.



MITZI MADDOX
COMMUNITY
CORRECTIONS DIVISION

Mitzi Maddox has worked for the Oklahoma Department of Corrections for over twenty-five (25) years. She started her career as a Secretary I in June of 1984 at Enid Community Corrections Center. In June of 2005 she was promoted to her current position as Case Manager IV. During her years of service Mitzi has accomplished many personal and professional goals. Her professional accomplishments/awards include:

- Enid Community Corrections Center Humanitarian Award in both 1995 and 2003
- Numerous Employee of the Month awards
- Special Services Award given for outstanding commitment and dedication in 1993

- Enid Community Corrections Innovation Award in 1993
- 2005 Productivity Enhancement Program (PEP) award presented by the Governor and Director of Oklahoma Department of Corrections

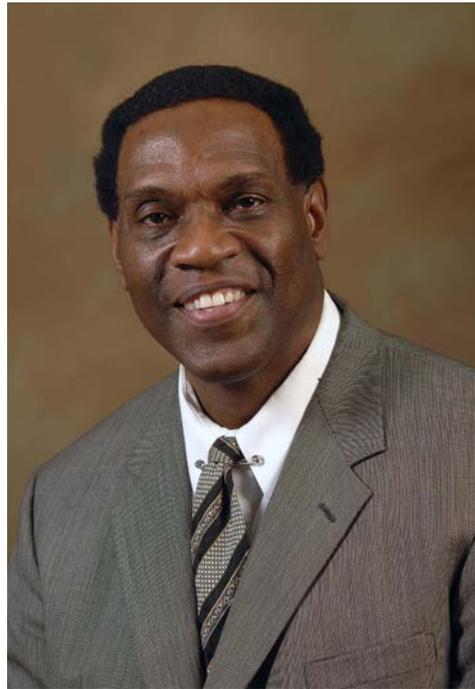
In addition, Mitzi has participated annually in the Run against Child Abuse and Special Olympics. She has served as the Wellness Coordinator, Pre-Service Training Instructor, Esprit de Corp Chairperson. As Case Manager Supervisor, her duties include Volunteer Coordinator with about 40 religious volunteers, PPWP Contract Coordinator, and daily contacts with Work Release employees and offender family members.

Mitzi attacks everything listed above with 100% conviction. From her daily job duties, to her additional job duties, to her responsibilities, and personal life, Mitzi is tireless.

The staff at ECCC and the NWDCC Community Work Centers look to Mitzi for information and guidance not only regarding case management issues, but also her expertise in records, security, and halfway house operations.

It is with great pride that Mitzi is recognized for her continued leadership and dedication to the Oklahoma Department of Corrections' mission.

AGENCY *Professional Excellence* Recipient



DONALD KIFFIN TREATMENT AND REHABILITATIVE SERVICES DIVISION

Dr. Donald Kiffin's most recent professional accolade is his election to the office of President Elect of the Correctional Education Association (CEA). Previously, in that same organization, he has served as Vice-President for two years and Region V Director (over a four-state region), for four years. All of those offices have earned him a seat on the National/International CEA Board of Directors.

Dr. Kiffin has dedicated his life's career to corrections, and more specifically, education within corrections. He began his

career with corrections in 1976 right out of college and has been with the Department since that time (33 years). During this time Dr. Kiffin:

- Received his BA of Education from Oklahoma Baptist University in 1976
- Received his Masters in Criminal Justice from Oklahoma City University in 1978
- Received his Doctorate in Juris Prudence from Oklahoma City University in 1990

Following receipt of a 1.1 million dollar federal educational grant awarded by the U.S. Department of Education entitled, "Training Ex-Offenders as Entrepreneurs," the education unit selected Dr. Kiffin to coordinate the grant. He developed an outstanding life skills and entrepreneur program for offenders, a program which has received national attention. This was largely brought about by his knowledge and skills related to this project. As a result of his efforts, dozens have attained meaningful employment and have started businesses which contribute back to society. Dr. Kiffin currently serves on the Workforce Staff Solutions Team in conjunction with the Governor's Council for Workforce and Economic Development and the Department of Commerce. He is also a part of the Second Chance Network, which is currently developing a Professional Association for Reentry Professionals.

Dr. Kiffin is a former Oklahoma and National/International Correctional Education Association Teacher of the Year.

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Medal of Valor Recipients



**SGT. SHELIA MOSES
DICK CONNER
CORRECTIONAL CENTER**

On Wednesday, June 17, 2009, at approximately 12:30 a.m., Sergeant Shelia Moses was viciously attacked by an offender on Unit A & C, while conducting a lockdown count. The offender had manipulated his cell door in order to gain access to Sergeant Moses. Sergeant Moses saw the offender and verbally confronted the offender as to why he was out of his cell. The offender grabbed her shirt and began striking her. As she struggled against her assailant and fought back, she was able to key her radio and make a brief plea for security.

Sergeant Moses' quick thinking and alertness clearly saved her life. Sergeant Moses is to be commended for her heroic actions.

Therefore, as a result of this extraordinary exhibition of heroism and courage, R.B. Dick Conner Correctional Center wishes to recognize Sergeant Shelia Moses for her Courage and Valor.



**LT. JASON CLEMENTS
ARDMORE COMMUNITY
WORK CENTER
SOUTHEAST DISTRICT
COMMUNITY
CORRECTIONS**

On March 2, 2009 while in route to Southeast District Community Corrections in McAlester, Oklahoma for

an interview, Lieutenant Jason Clements drove up to an automobile accident involving three vehicles. After pulling over to the side of the road, Lt. Clements viewed the scene of the accident, recognized that emergency vehicles were not on the scene and immediately called 911. After describing to the 911 operator that there were three vehicles involved and that injuries were present, Lt. Clements approached the first vehicle. This vehicle contained a female that Lt. Clements determined did not have life threatening injuries. He spoke with her calmly, telling her to breathe slowly and help was on the way. He then approached the second vehicle that appeared to have a young man trapped inside. He then informed 911 dispatch that they would need the "Jaws of Life" and any other emergency equipment available as soon as possible. Lt. Clements talked with the young man telling him he would be fine and that help was on the way. He then tried to free him from the car, but found he could not. Lt. Clements then tried to make the young man as comfortable as possible by gathering loose clothing from the wrecked car and placing it against the young man's open wounds to stop his bleeding. When the emergency vehicles arrived, Lt. Clements assisted them by helping remove pieces of the car as it was cut away.

Volunteer of the Year



BARBARA GREEN MABEL BASSETT CORRECTIONAL CENTER

Volunteer Barbara Green served for 25 years at Mabel Bassett Correctional Center (MBCC). She began her career through a desire to give hope and encouragement to those in need. After contacting the chaplain at MBCC, her journey began. The initial plan was to start a correspondence ministry by writing to offenders who had no family support. Little did she know that this would be the beginning of a life time of love and commitment.

Barbara was married to a minister and they both spent time in East Texas as pastors and attended seminary. During this time the young couple was approved to become foreign missionaries. They

were sent to Costa Rica to complete one year of language school, which allowed them to become missionaries for the next five years in Mexico and subsequently Panama. Upon returning to the United States as licensed counselors, the couple opened a family counseling center in Houston, Texas, and provided support and guidance through family and marriage counseling. Retiring and moving to Oklahoma, Barbara and her husband continued to serve as counselors at Henderson Hills Baptist Church.

During her 25 years of service, she enjoyed facilitating for Prison Fellowship as one of their instructors, providing in-house workshop training to offenders and conducting numerous bible studies. During the early years, Barbara helped regularly with the Children and Mothers Program (CAMP) as well as provided communion for women on death row, as one of the few volunteers who had clearance to the death row area.

When Barbara was asked why she gives of herself, her reply was, "It is my desire to help those in need. To provide comfort and peace, and most importantly hope. To see the women get a diploma for parenting is extremely heart warming as I know for some of them it is the first time they have ever completed something in their lives. It gives me great satisfaction to know that I have helped someone in need along the way."

(Deceased September 26, 2009)

Standing Proud

Employee Recognition Ceremony

North Conference Room • Oklahoma City

February 12, 2010



Elvin Baum, Administrator, Employee Rights and Relations, David Henneke, member, Board of Corrections, Donald Kiffin, Treatment and Rehabilitative Services, Karl Willett, and Reginald Hines, Deputy Director, Community Corrections Division.



Justin Jones, Director, Department of Corrections, James Green, husband of Barbara Green (deceased) who received the award for Agency Volunteer of the Year, and Earnest Ware, Chair, Board of Corrections.



Division Professional Excellence Recipients: Amy Madison, Mitzi Maddox, Bob Wilkerson; and Agency Professional Excellence Winner: Donald Kiffin.



Sharon Neumann, Deputy Director, Community Sentencing and Information Services, Carmen Jackson, Diane Orr, and Becky Lawmaster.



Division Employee of the Year Recipients: Krisandra Warren, Charity Zamarro, Carmen Jackson, Courtney Woodard; and Agency Employee of the Year Winner: Cindy Leonard.



Robert Rainey, member, Board of Corrections, and Karl Willett, State Charitable Campaign Loaned Executive.

Oklahoma Department of Corrections

100 Hour Transitional Program

by Ann Toyer

The words challenging and complex, in the context of designing and implementing an effective reentry prison program, are supported by some sobering statistics. According to Barnett & Parent, 2002, ninety seven percent (97%) of offenders incarcerated in state prisons will be released at some point. Over 600,000 offenders are released from prisons each year, according to BJS, 2005. Most offenders eventually return to the community with insufficient support for particular needs which primarily are in the areas of housing, employment, daily living skills, substance abuse treatment and education. Thirty percent (30%) of adult offenders released from state prisons are rearrested within the first six months following their release, BJS, 2002. Within 3 years of release, this number increases to 2 out of 3 rearrested. The scope of this issue is noted by the Portland Partners for Re-Entry Initiative in the state of Oregon by stating: “given the complexities and challenges associated with reentry and in light of our historically unsuccessful approaches – the need for a new strategy is evident.” The dismal rate of return on time and money invested in many prison programs, would understandably put a damper on anyone’s attempt to install another prison program with promises of reducing rates of recidivism. Yet, there exists those exceptional individuals who accept challenges based on the belief in one person’s ability to make a difference. The Oklahoma Department of Corrections (ODOC) was fortunate to have within its rank, a compassionate, visionary and capable student of evidence-based practices, Transitional Coordinator, Anita Alford.

Who is Sheila Anita Alford...known by most colleagues as simply Anita? She began her career with ODOC in 1997. Anita was chosen to develop a reentry program for inmates returning

home because of her personal philosophy that, successful reentry is everyone’s job and one person can make a significant difference in the lives of incarcerated individuals.

The prototype for the reentry program developed by Ms. Alford actually occurred as the result of an observation made in January 2007, by Dan Reynolds, Administrator of Community Corrections/Work Centers during a facility tour in the state of Florida. Mr. Reynolds was impressed by their 100 hour Transitional Program that was in progress and asked if he could have a copy of the program’s manual. Bringing this reentry model to Oklahoma for review, Mr. Reynolds envisioned possibilities. The program concept met the criteria for reentry objectives and, as a result, a decision was made to conduct a pilot

30%
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project at Frederick Community Work Center, the largest work center in the state. Ms. Alford was selected as project manager to develop and coordinate the transitional program. Without hesitation, she agreed to tackle this challenging assignment. Ms. Alford immediately began to conceptualize a transitional program for inmates in Oklahoma who were returning home. It did not take long for Ms. Alford to hit the ground running. Very meticulously, she crafted a strategy to identify companies in the surrounding cities that could help her achieve her desired outcome, a reduction of 15% for inmates returning to prison by those inmates completing the Transition Program. How would she reach the 15% outcome results?

“I could only see this outcome if there were viable employment opportunities upon program completion. I targeted several companies in the cities of Frederick and Lawton and the Lawton Public School System using a very effective strategy, you win, we win, equals everybody wins.” ■

DO EMPLOYEES IN TODAY'S WORKFORCE FEEL STRESSED AND OVERWORKED?

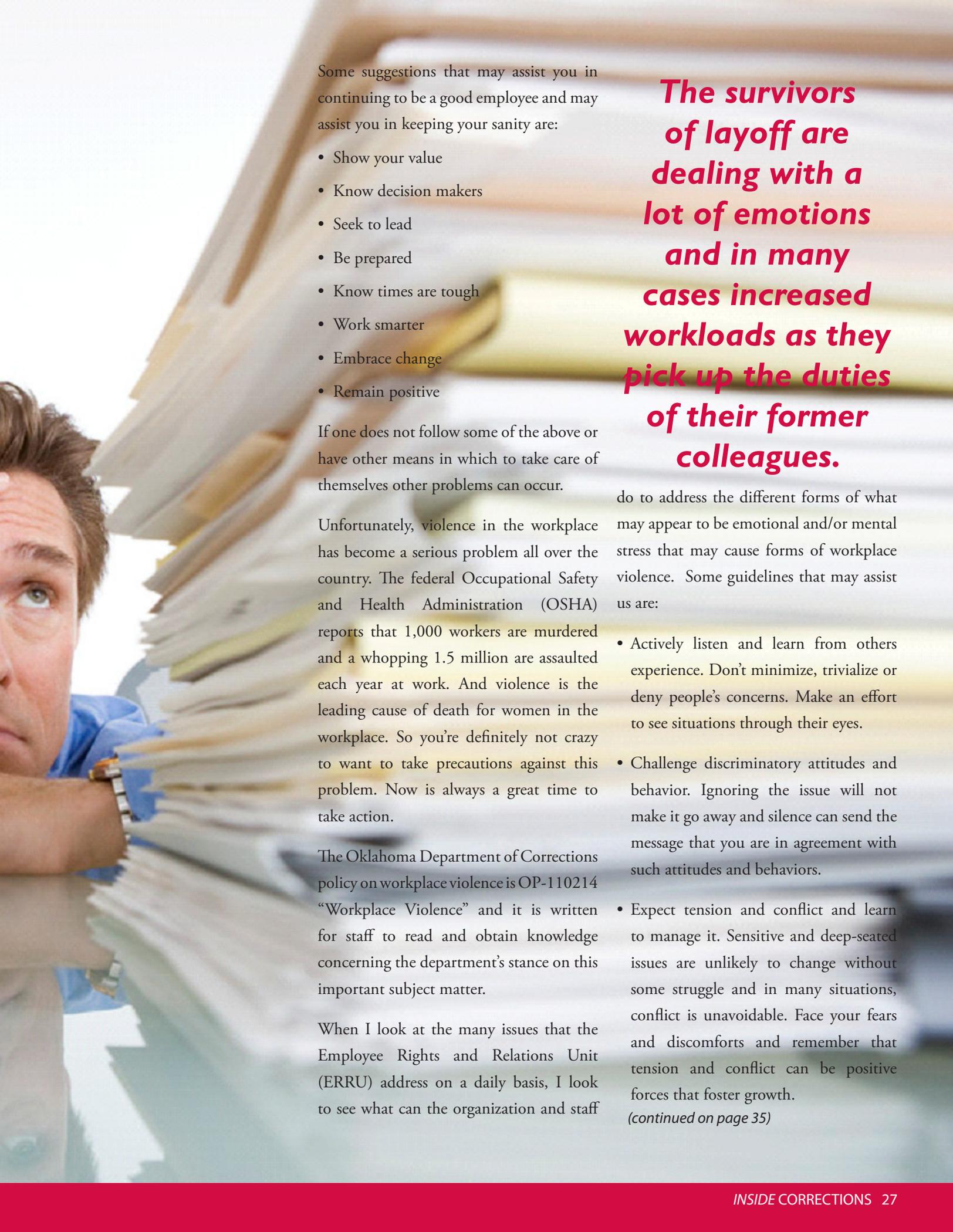
by Elvin Baum, Civil Rights Administrator
Employee Rights and Relations Unit

I was visiting an establishment the other day to purchase a cup of coffee and overheard some customers, who appeared to be employees from the business across the street, communicating about one of their co-workers who was dealing with some stress and felt overworked.

As the Civil Rights Administrator for the agency, I have had the opportunity to communicate with many staff members within the department concerning a great deal of workplace issues. One thing that I have found out over the years is that once you have established some form of trust within the organization and among some staff members, they will communicate with you concerning important workplace issues, such as being stressed and feeling overworked. With the nation's economy being in its current condition, many agencies have been asked

to cut back on spending, traveling, and some have initiated furloughs, as well as offering voluntary out buyouts (VOBO) to employees. I read in a recent article, entitled "Appreciating the Job You Have," that the worst thing a company can do is nothing when layoffs and/or downsizing occur. The survivors of layoff are dealing with a lot of emotions and in many cases increased workloads as they pick up the duties of their former colleagues. Many of those whom remain after downsizing are stricken with survivor's guilt. Others are filled with an enormous amount of anxiety, assuming that it is only a matter of time before the other shoe drops. The result of doing nothing in this situation will be low morale, low productivity and eventually high turnover.

Sure, you're grateful you have a job. But you're also feeling overworked, stressed-out and anxious about the future.



Some suggestions that may assist you in continuing to be a good employee and may assist you in keeping your sanity are:

- Show your value
- Know decision makers
- Seek to lead
- Be prepared
- Know times are tough
- Work smarter
- Embrace change
- Remain positive

If one does not follow some of the above or have other means in which to take care of themselves other problems can occur.

Unfortunately, violence in the workplace has become a serious problem all over the country. The federal Occupational Safety and Health Administration (OSHA) reports that 1,000 workers are murdered and a whopping 1.5 million are assaulted each year at work. And violence is the leading cause of death for women in the workplace. So you're definitely not crazy to want to take precautions against this problem. Now is always a great time to take action.

The Oklahoma Department of Corrections policy on workplace violence is OP-110214 "Workplace Violence" and it is written for staff to read and obtain knowledge concerning the department's stance on this important subject matter.

When I look at the many issues that the Employee Rights and Relations Unit (ERRU) address on a daily basis, I look to see what can the organization and staff

The survivors of layoff are dealing with a lot of emotions and in many cases increased workloads as they pick up the duties of their former colleagues.

do to address the different forms of what may appear to be emotional and/or mental stress that may cause forms of workplace violence. Some guidelines that may assist us are:

- Actively listen and learn from others experience. Don't minimize, trivialize or deny people's concerns. Make an effort to see situations through their eyes.
- Challenge discriminatory attitudes and behavior. Ignoring the issue will not make it go away and silence can send the message that you are in agreement with such attitudes and behaviors.
- Expect tension and conflict and learn to manage it. Sensitive and deep-seated issues are unlikely to change without some struggle and in many situations, conflict is unavoidable. Face your fears and discomforts and remember that tension and conflict can be positive forces that foster growth.

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WORK RELEASE

A Major Facet of Reentry

by Ann Tandy

Work release is a program that allows offenders, who are eligible, to work at paid employment in the community during the last months of their incarceration.



During a Joint Economic Committee hearing entitled “Mass Incarceration in the United States: At what cost?” Senator Jim Webb, (D-Va.) made several enlightening comments in his opening remarks. Did you know that the United States now imprisons a higher percentage of its citizens than any other country in the world? At the time of the hearing in October 2007, all tolled, more than 7 million Americans were under some form of correction supervision, including probation and parole.

As Winston Churchill noted in 1910, “The mood and temper of the public in regard to the treatment of crime and criminals is one of the most unfailing tests of the civilization of any country.” The repercussions of crime are not restricted just to the criminal, but have residual effects on our moral identity, great impact socially and economically, and test the limits of our democracy.

Just a week before the hearing began, the deputy director of the Bureau of Justice Statistics stated in an article appearing in the Washington Post, that “the growth [in the incarceration rate] wasn’t really about increased crime but how we chose to respond to crime.” Most experts in the field believe changes in drug policy and tougher sentencing are the driving forces behind the increase in the number of people incarcerated in the United States, not necessarily an increase in crime. Needless to say, there are those who find that opinion debatable.

However, all concur that there are individuals who must remain incarcerated for the safety and well being of the public. But we must also address the incarcerated individual who has served his or her time, paid their debt to society as interpreted by our justice system, and are eagerly awaiting a new chance for a productive life.

Reentry is a multifaceted channel which involves the use of programs targeted at promoting the effective re-integration of offenders back to communities upon release from prison and jail. The process starts many months prior to the offender's actual release date and is a collaboration between partners like Oklahoma Department of Mental Health and Substance Abuse Services, Department of Public Safety, Oklahoma Pardon and Parole Board, Department of Human Services, Workforce Oklahoma, and many more including local community services and faith based organizations.

One effective program of the reentry facet is Work Release. Work release is a program that allows offenders, who are eligible, to work at paid employment in the community during the last months of their incarceration. In addition to providing actual, community-based experience for the offender before they re-enter the community, work-release programs provide an opportunity to educate local employers about the benefits and risks of employing inmates; paving the way for greater understanding and collaboration between the institution and the private sector. Once transferred to a halfway house, offenders more commonly referred to as clients at this level, have more liberties conducive to reestablishment as a productive citizen, and may also be eligible to pursue the opportunity of continuing their education.

Work release is not voluntary; all offenders who are eligible are placed in an appropriate work release program at a halfway house. An offender must meet the criteria set forth in DOC Policy and Operations prior to assignment to work release. Male offenders will have no more than 1,095 days remaining of incarceration, and females no more than 1,290 remaining days. However, the criteria for the number of remaining days may decrease to 330 depending on the offense, i.e. drug trafficking. No offenders with convictions for sex offenses or offenses against a child are ever considered work release/halfway house eligible.

Earned credit levels are also taken into consideration and offenders must be assigned to earned credit levels 3 or 4 prior to placement on work release. Each offender must be medically approved by the sending facility prior to assignment to work release status. An offender must have two forms of identification available before assignment to work release, and Homeland Security requires two valid forms of identification prior to an individual being eligible to obtain employment. Acceptable identification would include, but is not limited to DOC offender (ID) card, Social Security Card, Birth Certificate, and Driver's License. If an offender does not have a social security card or birth certificate, appropriate forms to request these documents are provided; and if necessary, assistance

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WORK RELEASE EMPLOYMENT GUIDELINES

Offenders must work for at least minimum wage and must be paid by payroll check, cashier's check or money order. Documentation must be included showing actual hours worked and deductions.

Offenders cannot be self-employed or work for or with family members without the approval of the host district supervisor.

Offenders cannot work for commission only.

Offenders cannot accept end of contract (payment at the end of a job), nor work as day laborers (payment at the end of the day). Temporary employment agencies may be used to obtain employment. Pay periods must be weekly or bi-weekly.

Offenders cannot work where the primary business is the sale of alcoholic beverages or the sale of weapons.

Employment must be full time, no less than 35 hours per week.

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in completing them for mailing to the specific agency.

As a part of the criteria to remain work release eligible and reside at a halfway house, offenders must obtain employment within 30 days of their initial arrival. Integrating released individuals into the workplace prior to their release will also help with the development of certain “soft skills” needed to maintain employment. For example, in the controlled environment of work release, offenders can learn the difference between appropriate interpersonal skills in prison versus those in the community and workplace. Offenders will get to see firsthand the type of work ethic needed in the workforce to avoid re-incarceration in the future. Moreover, the “temporary” placement during work release may become a foundation for permanent placement upon release.

Prior to beginning job searches, offenders must complete facility specific orientation that includes the “Oklahoma Department of Corrections Work Release Rules and Conditions” and the “Work Release Rules for Outside Medical Visits and Medication.” The contract facility must also conduct orientation of job search guidelines that are monitored by the offender’s case manager. Job search requirements are implemented and range from proper clothing and personal

hygiene to transportation arrangements to the type of approved businesses and geographical job search area.

After employment is obtained an agent of the contract facility (halfway house) must visit the job site location within five working days and conduct an Employer Orientation whereby the employer, more specifically the offender’s supervisor is made aware of rules he or she has to follow concerning the offender and his/her employment. The employer is required to sign an “Agreement to Work Release Pay.” It is also required that an agent of the contract facility make one unannounced job site visit for each offender at a minimum of once a month. These unannounced visits ensure the offender is at his/her place of work and gives the supervisor an opportunity to discuss concerns or give a good report of the offender.

As mentioned earlier, work release may become a foundation for permanent placement upon release. Through wages earned at work release jobs, many offenders, although incarcerated, still serve as a main source of income for family members, wives, children, and elderly parents. When the business office of the host facility receives pay checks for offenders, the money is divided as such, 50% goes toward Program Support Fees, 20% into the offender’s saving account,

and if applicable, 10% goes toward court fees. The balance of the check goes into an account termed “draw account”. This enables the offender to draw up to \$75 per week from his/her account; no more than \$75 is allowed to be in an offender’s possession. For fiscal year 2008 – 2009 over \$5 million was collected as program support fees and placed into the DOC general revenue fund providing a generous impact on cost savings to the department.

There are currently eleven (11) contract providers in Oklahoma serving both male and female offenders. Additionally, the Division of Community Corrections has one hundred sixty seven (167) beds allocated for work release at our Community Corrections Centers and Community Work Centers. Female Offender Operations has an additional 164 work release beds at the Community Corrections Centers. Through reentry efforts like work release programs, recidivism is much lower. Each facility has its success stories: offenders discharging from halfway houses into the community and successfully maintaining a job acquired while participating in work release. Many ex-offenders go on to reestablish family unity, regain self-esteem, and grasp the requirements of today’s workplace and social acceptance. ■

FISCAL YEAR 2008 – 2009

Over \$5 million was collected as program support fees and placed into the DOC general revenue fund.

Black History Celebration

Lunch and Learn: Diversity Series

Hillside Visiting Room • Oklahoma City

February 4, 2010



Front row: (L-R) Michelle Nolen, Phyllis Adams, Marcella Reed, Mercy Panicker, Sharon Smith and Rita Cooksey. Back Row: (L-R) Samuel Terry, Joyce Jackson, Ramona Hollier, Everick Bowen, Karl Willett, Elvin Baum, and Myrna Roberts.



Kim Moon and Joyce Perry, Employee Rights and Relations



K.C. Moon, Private Prisons, and Loretta Bradbury, Information Technology.



Karen Jacobs and Wanda Jackson, Department of Health Services.



Students from the Marcus Garvey Leadership Charter School perform.

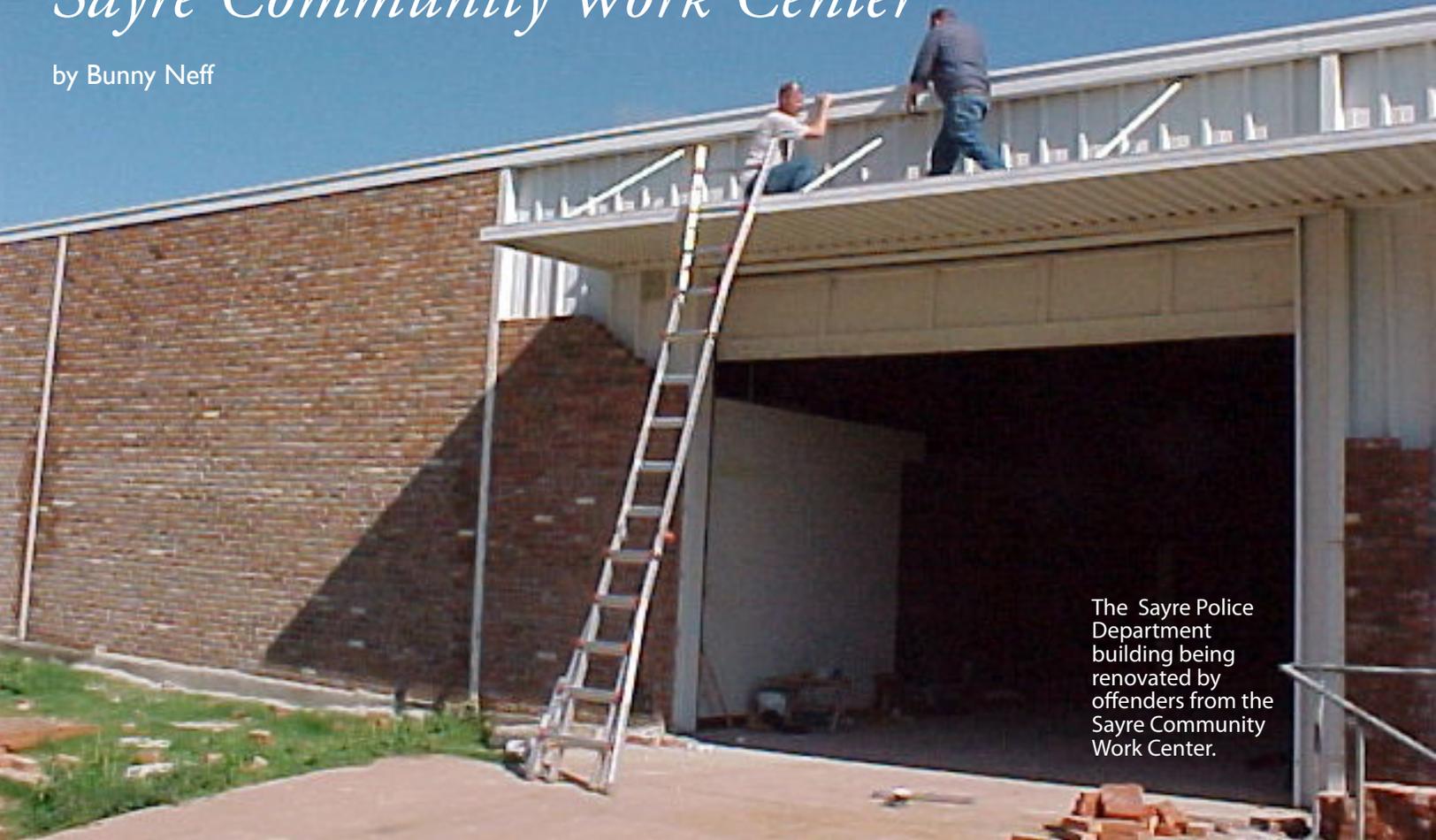


Karl Willett, Human Resources, Shirley Cole, Information Technology, and Samuel Terry, Human Resources.

Moments of Pride....

Sayre Community Work Center

by Bunny Neff



The Sayre Police Department building being renovated by offenders from the Sayre Community Work Center.

On a recent trip to Chicago, to visit my son David, a minister and also a professor at two religious colleges, I had a most unusual experience!

Sitting in on several of his classes, one really turned out to be a surprise!

His guest speaker that day was a very interesting and knowledgeable woman who had been a judge in the Chicago courts. She gave the students a most interesting history of

how capital punishment first got started, from the Roman Empire and the decisions of the Roman Emperor (apparently whatever suited him at the time!) and how it spread to all the other countries EXCEPT IRELAND! Her comments and history of the death penalty were most informative. I learned much.

As the class and I learned more about her career (having also taught in China) and her very honest belief against

the death penalty, believing instead in more forms of rehab rather than punishment. She resigned her judgeship because of the many mistakes and corruption in the system. She honestly feels we should provide those convicted of crimes with a way of a better life upon release from confinement. What a very opinionated woman, believing that younger inmates deserved a second chance.

During break between classes,

over a cup of coffee, I mentioned the DOC Service Center here in Sayre. She had never heard of such a program! She requested I provide the next class with information about the program and how it works.

I believe I am lucky to have been involved in this program from day one and was happy to tell the class about our program. It gave me a great “bragging” opportunity!

Not only has the City of Sayre



Pictured above are community projects for the City of Sayre.

benefitted much from the activities of these residents, performing many, many, maintenance jobs for our town, these residents themselves have left the center here, more experienced in various forms of work and better equipped to

go back into the daily life and responsibility they face when released.

Many of the residents have volunteered to help with community projects and I have been most proud to have

their help many, many times. Residents have painted billboards, cleaned at music festivals (enjoying Blue Grass while so doing) and planted shrubs along Main Street; each project giving them a chance to help out and become involved.

As head of the Beckham County Election Board for some 14 years, I have been privileged to use several residents during each election. My staff and the precinct officials greatly appreciated their help; those voting machines can be pretty heavy!

Our entire community is supportive of these men. Some churches arrange to pick some residents up on Sunday for church and return them back to the center.

Each Christmas the church I belong to serves a barbeque dinner at the center, complete

with entertainment and the richest desserts we can bake! We also give each resident a Christmas Gift Bag filled with items approved by the staff.

When they have a car wash to raise funds for one of their projects, many of us go and appreciate the very good job they do on our vehicles.

One of the latest projects we worked on was that of cleaning out our historical theatre to get it ready for renovation. Each morning at 8am I would pick up five or six volunteers eager to be involved. We worked for two weeks from 8am to 11am and had to stop then because of the heat. We ran an extension cord from the florist shop next door so we could have lights and fans. We filled 17 long dumpsters of old seating and interior junk, using jackhammers to

(continued on page 36)

Several Sayre citizens held special short courses at the center in an effort to help residents adjust to what lies ahead when they are released (so many went into the correction center as teenagers and had never learned). The citizens spoke on the following choices they would have to make in their future.

- What is involved in renting a place to live
- First and last months' rent, security deposit
- Their paycheck deductions (withholding taxes, social security)
- What the net amount of their weekly salary would actually be!
- Utility deposits, etc
- How to handle checking accounts and how to balance each month
- Health insurance
- How to buy auto insurance and the NEED for it



Left to Right: Justin Jones, Director, Oklahoma Department of Corrections, Michael Porter, Corporation Commission, Winner of 209 Kia Rio (inset), and Karl Willett, State Charitable Campaign Loaned Executive.

State Charitable Campaign

by Karl Willett

State Charitable Campaign Loaned Executive

The State Charitable Campaign of 2009 has now reached its conclusion. In the midst of a national and local financial storm, it seemed highly unlikely, if not impossible, that we would be able to raise enough money to consider this year's campaign a success. However, it is with great satisfaction and admiration that I report that, We Did It!!! The grand total raised from all state agencies for the State Charitable Campaign 2009 was an incredible, record breaking \$540,097.00.

We, the Oklahoma Department of Corrections really stepped up this year and showed why we are considered leaders in our community by pledging \$9,600.00, an increase of over 400% from the previous year. So I proudly inform you that the ODOC is the recipient of the 2009 State Charitable Campaign Traveling Trophy for the largest annual increase of all state agencies. The trophy is displayed in the lobby area of Department of Corrections Headquarters so please stop by and check it out. As the Loaned Executive for this year's campaign I would like to say thank you to all those who participated and a special thanks to Director Justin Jones and Mrs. Pam Ramsey for their support and vision. This campaign has been a wonderful experience and I have thoroughly enjoyed being a part of such positivity and good will. Good job DOC.

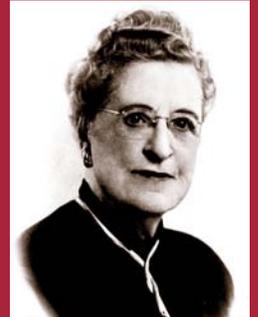
(continued from page 27)

- Be aware of your own attitudes, stereotypes and expectations. Be open to discovering the limitations they place on your perspective. We have all been socialized to believe many myths and misconceptions and none of us remain untouched by the discriminatory messages of society. If you do not know something, or are not sure how to handle a situation, say so and seek the information or help that you need. Practice not getting defensive when discriminatory attitudes or behaviors are pointed out to you.
- Acknowledge diversity and avoid stereotypical thinking. Don't ignore, or pretend not to see, our rich human differences. Acknowledge obvious differences are not the problem, placing negative value judgments on those differences is.
- Be a leader and role model. Be willing to take the risk that leadership demands. Reflect and practice anti-bias and multicultural values in all aspects of your life. Demonstrate that you respect and value the knowledge, talents and diversity of all people.

As employees of the state of Oklahoma and the Oklahoma Department of Corrections, it is very important that we continue to take care and protect the public, the employees and the offenders. ■

NATIONAL WOMEN'S HISTORY MONTH

Inside Corrections Salutes Oklahoma's Women in Corrections in Honor of National Women's History Month



FLAG DAY

June 14, 2010

(continued from page 33)

dismantle the old seating and stage. We all were so proud of these volunteers. Our newspaper editor wrote several articles on our progress and had pictures of them in the weekly newspaper, with each worker receiving copies to share with their families.

The students had never heard of any program such as this one and were amazed. They asked many questions that I

proudly answered but the last story I told really hit them!

While working on the theatre each day, our thank you to the volunteers was to serve them food from the Sonic for lunch. On the last day, I was on my cell phone ordering lunch when one volunteer asked if I could grant him a favor? My usual answer was, "If its within the rules, I'll do what I can." Then, he sur-

prised me with "Miss Bunny, may I get something different today? I haven't had an onion ring in seven years! Could I get those instead of french fries?"

Needless to say; Yes. That day each volunteer got a giant cheeseburger, onion rings and a milk shake!

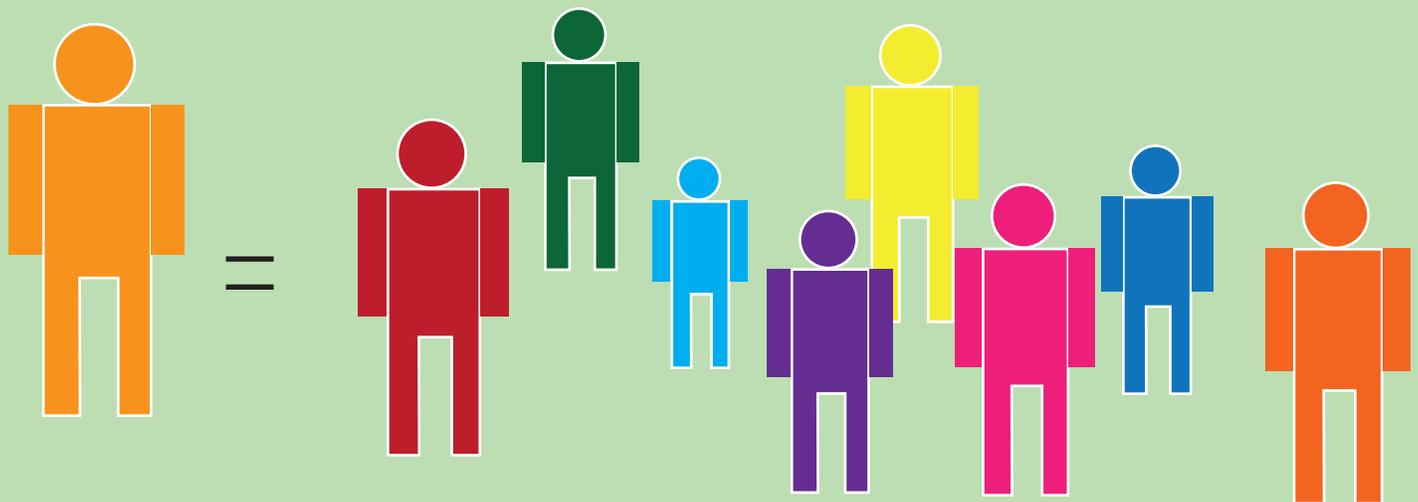
The class went wild at this and gave me and our program

a standing ovation!

Yes, I'm so proud of our DOC Service Center and of these residents. They and the entire community benefit so very much. I especially am proud to have been involved with this service for the last twenty years.

Thank you, thank you for sharing these "Moments of Pride" with me. ■

REGISTER NOW to become an organ and tissue donor at www.organdonor.gov



One organ donor can save 8 lives.

May is National Physical Fitness and Sports Month

Adults 18 and older need 30 minutes of physical activity five or more days a week to be healthy; **children and teens** need 60 minutes of activity a day for their health.

Thirty to sixty minutes of **activity** broken into smaller segments of **10-15 minutes** throughout the day has significant **health benefits**.

Heart disease is the leading cause of death among men and women in United States. Physically **inactive** people are **twice as likely** to develop coronary heart disease as regularly active people.

Poor diet and inactivity can lead to overweight/obesity. Persons who are **overweight** or obese are increased risk for high blood pressure, type 2 diabetes, coronary heart disease, stroke, gallbladder disease, osteoarthritis, sleep apnea, respiratory problems and some types of cancer.

Obesity continues to climb among American adults. Nearly **60 million Americans** are obese. More than 108 million adults are either obese or overweight. That means roughly **3 out of 5 Americans** carry an unhealthy amount of excess weight.

IN MOTION

Oklahoma Corrections



HAVE FUN... MOVE MORE... EAT BETTER... GET FIT...

Anniversaries

Wendy Veech	JCCC	Donna Burkhalter	Training	Donna Carter	Med/Admin	Karla Fowler	JLCC
Steven Longmire	Sayre CWC					Ronald Davee	HMCC
Vickie Lewis	WKCC	26 Years				Terry Crenshaw	OSP
Timothy Kirkpatrick	JCCC	John Lewis	WKCC		17 Years	Jane Brown	DCCC
Ted Dooley	BJCC	Lori Evans-Wilson	Legal	Cathy Pattison	DCCC	Carla Barto	TCDC
Sharon Combs	JHCC	Ted Durfey	BJCC	Glenn Franklin, Jr	ECCC	Cindy Allman	Medical/NOCC
				Toni Brown	HMCC		

10 Years		25 Years		16 Years		11 Years	
Charity Zamorano	Priv Pris/Jls/Sfty Adm	Phillip Wilson	DCCC	David Young	OSR	Zandra Stanfill	EWCC
Douglas Williamson	Agri-Svcs/JBCC	Linda Haines	Med Admin/JCCC	Sherry Graham	Waurika CWC	Peter Richardson	JDCC
Bankim Shah	Female Off CC/RS	Ray Aldridge	SWDCC	Sherry DeCamp	JHCC	Mary Reasnor	Medical/OSP
Ouida Nickell	OSR					Ben Peabody	CDCC
Joe Mills	Education	24 Years			15 Years	Rita Hyden	Medical/JBCC
Jacqueline McIntosh	Idabel CWC	Debra Elledge	Med/Admin	Darlene Robison	ECCC	Thomas Hampton, Jr.	SEDCC
Kathryn McCollum	EWCC			Darwin Roberts	MACC	Noami Gwinn	OCRS North
Kimberly May	Trans Unit/LARC	23 Years		Judy Nelson	MBCC	Tonya Green	JHCC
Catherine Massey	JHCC	Millicent Newton-Embry	MBCC	Glenna Frawner	Trans Unit/LARC	Harold Collins	Training
Gregory James	JBCC	Kenny Holloway	Treat & Rehab Svcs	Ralph Crampton	JHCC	Randy Cindle	JLCC
Samuel Jackson	MACC	Glenda Bradley	CDCC			Chet Chase	MBCC
Michael Helms	NWDCC	Pat Blankenship	Facility Classification				
Jan Harkins	JHCC			14 Years		10 Years	
David Hansen	HMCC	22 Years		Patricia Wytch	EWCC	Janie Wade	WKCC
Theresa Guest	HMCC	James Rudek	OSR	Patrick Wray	Operational Services	Chad Reid	LARC
Timothy Gilbert	JBCC	Kathleen Pittman	SWDCC	Jeffery Weldon	Ardmore CWC	Dustin Quinton	CDCC
Susan Fullerton	KBCC	Dora Leuty	HMCC	Jason Ward	JLCC	Brandon Powell	LARC
Nathan Feehan	MBCC	Ralph Brewster	OCI Mfg/MACC	Jack Romine	DCCC	James Luman	JHCC
David Evans	HMCC	Richard Blann	SWDCC	Josh Lee	LARC	Rickey Kelley	OSP
Kenneth Degraffenried	Agri-Svcs/JBCC			Linda Eike	WKCC	Susie Jenkins	NOCC
Victoria Chase	JBCC	21 Years		Deborah Cox	Com Sen/Off Info Svcs	David Higgins	EWCC
Jeremy Callahan	Hobart CWC	Jennifer Wells	JLCC			Heather Harrison	NOCC
Bette Brown	TCDC	Norman Thomas, Jr.	Agri-Svcs/WKCC	13 Years		Christy Goodyear	EWCC
Kelly Austin	TCDC	John Somers	JHCC	James Williams	Med Admin/HMCC	Patricia Forsythe	Education/MBCC
Orville Aldridge+	DCCC	Rita Salmon	WKCC	Nakia Whetstone-Cox	TCDC	William Ellington	Mental Health/OSP
		Yvonne McMorris	MBCC	Henry Tipken	EWCC	Brian Andrews	LARC
		James Martin	OSP	Chanel Stuff	NOCC		
		Russell Littlejohn	JLCC	David Sipple	JHCC		
		Jimmy Lane	OK Corr Trng Acad-Norman	Veryl Shields	LARC		
		Kenneth Keith	ECCC	Deborah Owens	Education/JLCC		
		Craig Graham	JDCC	Larry Nix	JLCC	38 Years	
		Dave Fullbright	Agri-Svcs/JLCC	Kerry Minyard	Legal	Jerry Mayfield	OK Corr Trg Acd-Norman
		Denise Feltner	Div of Comm Corr	Brenda Jinks	NOCC		
		Christopher Crouch	JHCC	Charles Jackson	JHCC	37 Years	
		Carrie Bridges	WKCC	Elmar Hines	JHCC	Jerry Massie	Comm Unit
				Linda Herrington	Medical/MACC	Donice Johnson	Finance & Acctg
		20 Years		Brian Franklin	JBCC		
		Bret Tustin	SEDCC	Vernon Doyle	JHCC	35 Years	
		Ronald Shipman	NWDCC	Jarrod Day	JDCC	Marilyn Williams	CDCC
		Virlin Hearod	EWCC	Fletta Cook	JBCC		
		Lynda Forrester	TCDC	Herman Blackward	Trans Unit/JLCC	34 Years	
		Richetta Brown	CDCC	Westley Baugh	Trans Unit/JBCC	Linda Parrish	Admin Services
		Carmelia Brossett	NEDCC	Curtis Ayers	Earl Davis CWC		
				Diane Adams	Education/JHCC	33 Years	
		19 Years				Cora Clay	MACC
		Loren Wehrenberg	JCCC	12 Years			
		Christie Kornele	Com Sen/Off Info Svcs	Derrick Van Winkle	Trans Unit/JLCC	32 Years	
		James Keithley	Mental Health/JHCC	Fred Taylor	DCCC	Jackie Lamptey	Training
		Lavella Jackson	Com Sen/Off Info Svcs	Michael Stout	Education/WKCC		
				Billy Sommerfeld	NOCC	31 Years	
		18 Years		Elizabeth Raines	Treat & Rehab Svcs	Tony Marquis	Agri-Svcs/NOCC
		Lea Klingler	Programs Unit	Sherry Pickens	OSP	Stephanie Keesee	Medical/LARC
		Tessie Jackson	Medical/JBCC	Freddie Mills	DCCC		
		Thomas Gann	NOCC	Shirley Mayhue	CDCC	30 Years	
		Nancy Copple	Medical/OSP	Michael Lewis	NOCC	Robert Wilson	HMCC

FEBRUARY

35 Years							
Connie Roberts	JCCC						
Kathy Moore	CDCC						
George Jablonski	HCCC						
33 Years							
Frank Mesarick	Div of Comm Corr						
Becky Hart	NOCC						
32 Years							
Robert Vaughan	Agri-Services/HMCC						
Barbara Goff	HMCC						
30 Years							
Mance Morris	JHCC						
29 Years							
Shon Bruesch	JHCC						
28 Years							
Patricia Ridgway	Med Admin/MACC						
James Rabon, III	Sent Admin						
Patricia Davis	Class & Pop						
27 Years							
Mark Shipman	HMCC						

MARCH

38 Years			
Jerry Mayfield	OK Corr Trg Acd-Norman		
37 Years			
Jerry Massie	Comm Unit		
Donice Johnson	Finance & Acctg		
35 Years			
Marilyn Williams	CDCC		
34 Years			
Linda Parrish	Admin Services		
33 Years			
Cora Clay	MACC		
32 Years			
Jackie Lamptey	Training		
31 Years			
Tony Marquis	Agri-Svcs/NOCC		
Stephanie Keesee	Medical/LARC		
30 Years			
Robert Wilson	HMCC		

RETIREMENTS

March

Ian Rich, James Crabtree CC
Sharon Combs, Joseph Harp CC
Ralph Crampton, Joseph Harp CC
Marilyn Byington, Mack Alford CC
Randy Smith, Mack Alford CC
Ralph Brewster, OCI Manufacturing
James Gibson, OCI Manufacturing

April

Carol Wekar, Administrative Services
James Harris, Departmental Services
Robert Moss, Dick Conner CC
Charles Reeves, Dick Conner CC
Vicki Hurd, Eddie Warrior CC
Robert Jarrett, Education
Cloye Sanders, Howard McLeod CC
Lealynne Martinez, Jess Dunn CC
Audrey McMaster, Medical Admin/Field Services
Beverly Phillips, Medical/Mabel Bassett CC
Barbara Reinbold, Personnel
Curtis Miller, Sayre CWC
Lenora Jordan, Training
William Yeager, Training

June

Joseph Barchue, Central District CC

July

Loretta Bradbury, Information Technology

Calendar

APRIL

- 4 Easter
15 Board of Corrections
State Capitol - Room 104
20-22 Pardon and Parole Board
Hillside CCC
22 Earth Day
-

MAY

- 9 Mother's Day
14 Board of Corrections
John Lilley CC
24-26 Pardon and Parole Board
Hillside CCC
31 Memorial Day
-

JUNE

- 14 Flag Day
15-17 Pardon and Parole Board
Hillside CCC
18 Board of Corrections
Enid CCC
20 Father's Day

NEXT ISSUE

National Correctional Officer Recognition
National Probation, Parole and Community Supervision

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