



# DOC Today



Winter 2005, Volume 1

Issue 1



“The upgrades and improvements at the jail have improved the quality of life for the staff and inmate population.”

*Sgt. Carlton Butler  
Capital Improvements Program  
Story on page 4*

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# DIRECTOR'S MESSAGE

As I prepare to leave the DC Department of Corrections (DOC) after serving six years as director, I reflect on the beginnings of my tenure, and see great promise for the future of the agency. The DOC has recorded a number of extremely significant accomplishments during my tenure including:

**Successfully** closing the historic Correctional Complex in Lorton, Virginia, a process involving the closure of seven prisons, the transfer of more than 10,000 inmates to the Federal Bureau of Prisons and a 2,500 reduction of staff. The closure was completed without major incident and ahead of schedule.

**Elimination** of 33 years of court oversight and court orders, which included the termination of the 10-year old class action lawsuit, *Women Prisoners of DC v. District of Columbia; Campbell v. McGruder*, and *Inmates v. Jackson*, two of the oldest cases in U.S. District Court.

**National accreditation** received (twice) for the Central Detention Facility's (CDF) inmate medical and mental health services.

Another significant accomplishment initiated during my tenure is the number of enhancements at the Central Detention Facility. When the agency was given a mandate in 1997 to close the prison complex in Lorton, no allowances were made for constructing a new detention center in the District of Columbia. This meant that the DOC faced the daunting challenge of housing various custody level detainees while maintaining a suitable workplace for corrections staff, in a facility fraught with infrastructure, environmental and resource problems.

For years, DOC tried, without success, to make-do with malfunctioning equipment, failing electrical, ventilation and plumbing systems, outdated technology and a steadily fading resource and funding base. These inadequacies compromised both security and safety for staff, inmates, and visitors and had peaked to conditions that could no longer be ignored.

In December 1999, the agency submitted a long-range plan for improvements at the CDF. It received unwavering support and advocacy by Mayor Anthony A. Williams and the City Council. As a result, the Capital Improvements Program (CIP) was established, allocating more than \$30 million over seven years, for major improvements at the CDF. For the first time in the facility's history, a major rehabilitation and refurbishment would take place, allowing the agency to build a more effective operation and ultimately extend the life of the CDF an estimated twenty-five to thirty years.

In fiscal year 2001 the agency initiated improvements in three major systems - heating ventilation, air conditioning and plumbing; laundry facilities; and kitchen flooring and equipment.

The agency's CIP is being used to renovate the CDF into a facility that meets the highest standards of custody and care. We have now seen the rebirth of the Central Detention Facility, with improvements that make a difference in the quality of life for those who work, are detained, and visit there.

In this premiere issue of **DOC Today**, our quarterly print edition newsletter, we detail, through words and pictures, each of the completed projects, upcoming environmental capital improvements, and those factors which impact and are impacted by the Capital Improvements Program.

I'm enthusiastic about the current and planned changes. The future looks brighter for the Central Detention Facility and those it serves.

*Odie Washington*

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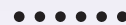
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**Anthony A. Williams**  
Mayor



**Odie Washington**  
Director



## DOC MISSION STATEMENT

The Mission of the Department of Corrections is to ensure public safety for citizens of the District of Columbia by providing a safe and secure environment for the confinement of pretrial detainees and sentenced inmates.

## Women's Lawsuit Ends Dedicated Team Helps to End 33 Years of Court Oversight

When the *Women Prisoners of DC v District of Columbia* class action suit was terminated in September 2004, it was largely due to the efforts and behind-the-scenes hard work of several DOC women employees. The *Women Prisoners* case, which was filed in October 1994, alleged that the DOC provided unequal programs and services for women prisoners as compared to similarly situated male prisoners, including educational, vocational, work training and apprenticeship programs. The case also alleged inadequate OB/Gyn care, poor physical plant conditions and sexual harassment of female prisoners.

DOC Director Odie Washington and former General Counsel **Gregory E. Jackson** led the effort to terminate the case, but it was the agency's current Acting General Counsel, **Brenda Baldwin-White**, who took on the day-to-day responsibility of addressing the issues raised by the plaintiffs in their lawsuit. "Overall, we felt that we were in compliance, but we needed to figure out if there were any areas not in compliance and then fix them," says Baldwin-White. "It was also important that we worked closely with the plaintiff's attorneys, Peter Nichols and Brenda Smith, to address all of their concerns," adds Baldwin-White. Another lawyer who was crucial in helping resolve the case was Maria Amato, D. C. Office of the Attorney General, who represented the department in the early court appearances.

It was a tremendous undertaking because the District's correctional system had primarily housed and provided services for a large male population. Most District female inmates were sent to the Federal Bureau of Prisons (BOP), but when the BOP became overcrowded the DOC found itself faced with a growing number of female inmates.

"The physical plant was our biggest challenge," says **Regina Gilmore**, former Chief of the Office of Internal Controls. She refers to the old training academy that was used to house the large number of women returning from the federal system. She also highlights a number of other challenges including medical treatment, education and training for the female inmates.

"The plaintiffs wanted parity for the female inmates, but some of the programs that were in place for male inmates were difficult to duplicate," says **Barbara Hart**, former Deputy Warden for the Women's Annex, Minimum Security Facility and now Acting Training Administrator for the department. Many of the industrial and apprenticeship programs required inmates who were serving long sentences, since training for many of these programs took several years. The average female inmates stay was shorter than their male counterparts.

Both Gilmore and Hart acknowledge that because of the lawsuit, changes have been made so that women inmates receive educational programs and opportunities to serve on the various work squads.



*DOC employees Barbara Hart, Brenda Baldwin-White and Gloria Nelson confer on updating program statements. All three women along with dozens of other DOC employees worked to address the issues raised in a lawsuit filed by women prisoners.*

One major issue that the plaintiffs wanted to see addressed was sexual misconduct. "We set a new standard for training and policies to address sexual misconduct," says Gilmore.

"We established procedures for identifying and reporting sexual misconduct, and increased the inmates' and staff's sensitivity on this subject," says Hart.

"All employees and inmates are now provided information and training on sexual misconduct, including reporting procedures and the adjudication process," says **Gloria Nelson**, former sexual misconduct coordinator and now Chief of Internal Controls. "Staff who work directly with the female inmate population are given additional specialized training semi-annually," she adds.

That was a key issue for the plaintiffs. **Brenda Smith**, Associate Professor at American University's Washington College of Law and plaintiff's Co-counsel, agrees that the litigation raised the awareness about sexual misconduct in the department as well as addressed the inequalities of services and programs between female and male inmates.

"Now the challenge for DOC is to continue to build on that success," says Smith. "And that's something the department is committed to doing."

The DOC staff continues to monitor and review on a regular basis the issues that were raised by the lawsuit. At the same time, the staff is taking a very proactive approach. "We are not waiting for problems to arise before we begin to address them," says Baldwin-White, who credits dozens of DOC employees for their hard work in this effort.

Because of this proactive approach, the agency has finally been able to move from under 33 years of court orders. Along with the termination of *Campbell v. McGruder* and *Inmates v. Jackson*, the department has shown what can be done with hard work and commitment of an outstanding team of people.

## Washington Metro Area is Targeted for Newest ACA Chapter

The DC Department of Corrections' efforts to establish an American Correctional Association (ACA) chapter in the Washington-metropolitan area chapter is progressing according to plan. Nearly 100 staff has registered for new membership with ACA, the oldest corrections professional organization, to support the agency's goal of recruiting at least 150 new memberships to establish a local chapter.

**Deputy Warden Dennis Harrison** serves as the chairperson of the agency's upcoming chapter. **Sgt. Carlton Butler** and **Lt. Karen Gray** are the membership coordinators. Mr. Harrison and Sgt. Butler received useful information on how to develop a charter when they met with leaders from other chapters at ACA's winter conference held in January in Phoenix, Arizona.

"Establishing a local ACA chapter promotes a positive image for the Department of Corrections and also gives the agency more decision making influence at the national level, said Mr. Harrison.

Sgt. Butler says that membership has many benefits for the line employee. "In addition to great networking among corrections employees on a global level, employees have direct access to special directories and publications that enhance their professional development," said Sgt. Butler.

Training Academy Special Assistant, Lt. Gray, highlights the training benefits available as an ACA member. "There's a wealth of training opportunities that have long term benefits for staff, ranging from a myriad of workshops to an online academy," she said.

For more information about ACA or to join the DOC upcoming chapter, contact Sgt. Carlton Butler, (202) 497-4711 or Lt. Karen Gray, (202) 671-2565.



## Capital Improvements Program Launched at Jail

For the past four years, the Department of Corrections (DOC) has quietly developed and implemented a comprehensive and ambitious Capital Improvements Program (CIP) for the Central Detention Facility (CDF), commonly called the DC Jail. This program is addressing the basic underlying infrastructure problems and improving the overall environment and security at the jail. When completed more than \$30 million will have been spent on making the jail a safe and secure place for staff, inmates and visitors.

Until the DOC successfully closed down the seven correctional institutions in Lorton, Virginia in 2002, the agency had been operating those facilities along with the DC Jail.

Throughout the 1980's and 1990's, the primary focus of all capital projects was on the correctional institutions in Lorton for several reasons:

- the facilities were severely dilapidated;
- there was a strong congressional interest in creating vocational programs;
- air and water pollution issues were rampant; and
- there was also a push for the closure and cleanup of the whole complex.

Added to this situation were the District's fiscal constraints of the 1990's. This meant most funds that were allocated to the Department for renovations were spent on the larger facilities in Virginia.

In the meantime, virtually no capital funds were spent on projects at the jail. This deferred maintenance finally caught up with DOC.

By 1999, the environmental conditions at the DC Jail had deteriorated. Security and safety had been severely compromised. DOC officials found themselves to be the target of a host of regulatory agencies and various courts that sought to oversee the day-to-day operations of the facility.



*Cpl. T. Payne reviews the new state-of-the-art camera surveillance system in the command center at the DC Jail.*

The most immediate problems had to do with environmental conditions—the quality of air and water in the facility—that were also the main focus for various regulatory agencies and the Courts. The HVAC equipment was dysfunctional, domestic water lines were corroded and leaking, the kitchen floor was cracked, plumbing fixtures were leaking, lighting conditions were very poor, laundry equipment was inoperable, and there too few showers for the number of inmates housed there.

The agency drew up a strategy to improve conditions at the DC Jail. It was an aggressive Capital Improvements Program that not only attacked the symptoms, but also addressed the basic underlying infrastructure problems. Projects were developed to address each one of these problems and construction contracts awarded.



*Cpls. Denton and Y. Blythe-Howard monitor the Jail and Community Corrections System, commonly called JACCS. Jail staff now tell at a glance at the JACCS board how many and where each person is housed.*

The projects that were planned fell into one or more of four categories – improving the environmental conditions, ensuring safety, enhancing security and extending the long-term viability of the facility.

As of today, systems that have been replaced include HVAC equipment, water pumps, filters, water mains, risers and tertiary water. The laundry has been renovated, and the kitchen floor and its substrata have been replaced. Plumbing and electrical fixture replacement is under construction and inmate shower renovations are being designed.



*Among the improvements at the jail was the installation of new laundry equipment. Cpl. F. Johnson operates one of the new washing machines in the jail's laundry.*

The existing fire alarm system was isolated and outdated; it was not integrated into a centrally monitored system. The facility did not have a sprinkler system installed for fire suppression. To address these critical safety concerns, a new fire alarm and sprinkler system project was designed. A state-of-the-art fire alarm system is currently being installed, and the sprinkler system portion of the project is in procurement at this time.

Because of the nature of the business conducted in the facility, security is paramount. However, the jail did not include even the basic security systems that were expected in a jail, such as cameras, closed circuit TV (CCTV), duress alarms, and X-Ray machines. The cameras are already proving to be beneficial, according to **Capt. Heyward Bonaparte**, Shift #2 Commander. "The security cameras provide that second set of eyes and a record of incidents that happen at the jail."

Emergency power backup was unsatisfactory. The configuration of staff and visitor's entrances failed to provide necessary security. Most elevators and escalators were virtually inoperable and impeded secure movement within the facility. The CIP provided a new sophisticated CCTV system and has allowed the design work on the duress alarm system has been completed. Several X-ray machines have been installed at strategic locations within the facility. Interim security related changes have been made to the staff

## The Making of A Judge Profile of Gregory E. Jackson

His parents are Fred and Mary Jackson. He has only one sibling – a sister. There were no cool nicknames for him growing up. His father was a strong believer in doing the right thing and treating people the way you want to be treated. These, too, became his core values.

In December, **Gregory E. Jackson**, former General Counsel for DOC, was featured in DOC News Online (to view this article, go to [www.doc.dc.gov](http://www.doc.dc.gov)), announcing his nomination and subsequent confirmation as an Associate Judge for the Superior Court of the District of Columbia. DOC Today focuses on Judge Jackson to find out what it takes in “the making of a judge.”

### The Formative Years

**DOC Today:** Becoming judge probably began long before you knew that you had an interest in sitting at the head of a courtroom. Looking at the impact your childhood may have had on your accomplishing judgeship, what chore did you really dislike growing up, but can now thank your parents for making you do it?

**Judge Jackson:** *Taking out the trash! I always seemed to have to do it at the time I was doing something else. I've learned that for some things in life, there is never a “good time;” you have to do what you have to do when you have to do it!*

**DOC Today:** In your many years of study, you were required to take an abundance of courses that at the time did not appear “to fit.” What was your favorite subject? What was your least favorite?

**Judge Jackson:** *I liked studying history. I did not like accounting in college. But ultimately we learn that it all “fits” somehow.*



*Former DOC General Counsel Gregory E. Jackson discusses his upcoming judgeship during his farewell reception with CTF Contract Monitor Carey Parker and Case Management Acting Administrator Gerald Bowser.*

### Behind the Black Robe

Many persons misperceive the personality of a judge. The stoic countenance, plain, dark attire and looming presence often seen in the courtroom can be intimidating. Judge Jackson responds to **DOC Today** about:

**Judge Jackson on his pet peeve:** *People who take kindness for weakness.*

**Judge Jackson on his words to live by:** *Try to do the right thing and treat people the way you want to be treated.*

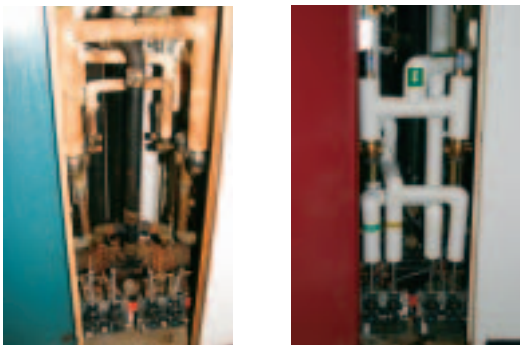
*(continued on page 7)*



*Officer T. Johnson at work in the upgraded culinary unit at the jail. The culinary was one of the first units given a complete overhaul.*

and visitors' entrances. Reconfiguration of these entrances is currently in design. New elevators and escalators as well as the emergency power system have been designed. Work will begin on these projects within the next few months.

Several other projects that will help extend the long-term viability of the facility include construction of the armory, exterior yard concrete work, energy management system, exterior structural renovations, and replacement of cell doors and motors.



*Before and After. All air conditioning and heating systems as well as the internal plumbing has been upgraded at the jail.*

“All the work being done is ahead of schedule,” says **Ajay Kapoor, Chief of Facilities Management**. “We are aggressively moving ahead with this project to bring this building back up to snuff. Our goal is to have a completely new jail in place, one that’s much better than the original design.”

The hard work that has been put into the Capital Improvements Program is already showing great dividends. Environmental conditions at the facility have improved dramatically. Safety and security have been enhanced substantially.

The staff at the jail agrees. “The upgrades and improvements at the jail have improved the quality of life for the staff and inmate population,” says **Sgt. Carlton Butler**, Institutional Accreditation Coordinator. “We now work in a facility that is safer and cleaner. When visitors come to the jail, they see the difference.”

And finally, there is no longer involvement by the courts in DOC day-to-day operations. Once the renovations are complete, jail enhancements will add approximately 30 years to the useful life of the \$200 million dollar facility.



## Staff Update

### Retiring....

**LaVerne Harvey** - More than 140 family, friends and coworkers attended LaVerne's retirement program held at the Bolling Air Force Base Officers Club on Saturday, January 29, 2005 to help celebrate her 38 years of dedicated government service. Ms. Harvey, a native Washingtonian, began her career in District Government as an Administrative Aide with the Executive Office/DC Civil Defense in November 1969.



**DOC Director Odie Washington presents Appreciation of Service Award to LaVerne Harvey.**

Former First Lady of the District Effi Barry was one of many dignitaries paying tribute to Ms. Harvey by remembering some of the highlights of her career during the Mayor Marion Barry Administration.

Ms. Harvey worked under four mayors starting with Walter E. Washington. At the end of the Mayor Barry's fourth term, Ms. Harvey was selected as the DOC Training Administrator and later appointed by Director Odie Washington to serve as his Executive Assistant.

"I have had a wonderful career and really looking forward to retirement," Ms. Harvey said. Ms. Harvey is planning to marry and spend more time with her family.



**Ulysses Davis, Jr.**

**Ulysses Davis Jr.** - Ulysses Davis Jr. is a 13-year veteran of the DOC His love for counseling led him to a job as a probation officer at the DC Superior Court where he worked for several years. Mr. Davis started with DOC in 1992 as a Correctional Treatment Specialist assigned to the Diagnostic Unit at the Correctional Treatment Facility. In 1996 he was assigned to the Maximum Security Facility at the former Lorton Correctional Complex and in 2001 reassigned to the Central Detention Facility. "I would just like to take this opportunity to thank all my friends and coworkers for their assistance and friendships over these past 13 years because I know that is what helped me survive this career," Mr. Davis said. Mr. Davis is also a licensed professional counselor and minister.

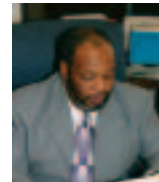


**George E. Williams**

**George E. Williams** - George Williams is a 20-year veteran of the DOC who began his career as a correctional officer. Mr. Williams was promoted to Correctional Treatment Specialist in 1992. He was one of the first male Correctional Treatment Specialists to work with the female population at the former Minimum Security Facility when it opened. Mr. Williams has been assigned to all seven institutions at the Lorton Correctional

Complex where he also received numerous certificates, awards and outstanding performance ratings throughout his tenure." I have been truly blessed to have a wonderful career in corrections and be able to retire in excellent health," Mr. Williams said. "The thing I will remember most is the great friendships that I have established with my colleagues over the years." Mr. Williams also has a professional music career that has spanned more than 20 years. He plays several instruments and has performed with such musicians as Johnny Taylor, Candice Staten, Mary Wells, The Coasters, Tavaris and Zee Zee Hill.

### Returning...



**Elwood York**

**Elwood York** has returned to DOC after a brief stint with the Youth Services Administration's Oak Hill Juvenile Detention Center in Laurel, Maryland. There he served as the Interim Deputy Administrator for Secure Programs while the city conducted a nationwide search for a permanent director. Mr. York was credited with successfully bringing the new Juvenile Detention Center online. He joined DOC in 1997 as the agency's general counsel and later served as the external confinement administrator and the chief of the internal affairs division. "I am really happy to be back with my family at corrections," Mr. York said. "Sometimes you don't realize how much something means to you until you don't have it any longer," Mr. York added.

Another former employee who has just returned to the agency from working at the Oak Hill Juvenile Detention Center is **Patricia Temoney-Salmon**. As a Social Services Officer there she implemented a behavior enrichment program that used affirmation and individual service plans to help youth redirect their inappropriate behavior. Ms. Temoney-Salmon returns to DOC as a Contract Monitor at the Central Treatment Facility (CTF). After joining DOC in 1984 as a Correctional Officer in the DC Jail, she served in a number of positions during her 20-year tenure. She was involved in opening the Reception and Diagnostic Unit at the CTF in 1992. As a certified adjunct trainer, she provided sexual harassment training for staff and a program on how to transition from a prison to a detention facility.

**Brenda Ward** recently returned to DOC as a Correctional Program Specialist in the Office of Internal Controls, Compliance and Accreditation (OICCA). Ms. Ward was previously with DOC for twelve years. Her last position was Chief Case Manager at the Occoquan Facility. During her hiatus from the agency, she worked at the Federal Bureau of Prisons and the Department of Human Services. She also spent time as a private consultant. "I now know that you can always go home again."

**Michael Dubose** has just returned after briefly working at the Oak Hill Juvenile Detention Center. Mr. Dubose joins the Office of Internal Controls, Compliance, and Accreditation (OICCA) where he will work mainly with developing and updating policies and procedures. His duties will also include performing audits. Mr. Dubose's area of expertise is food service and environmental sanitation.

### Welcome to...



**Ernest Williams**

**Ernest Williams, Jr.**, recently joined the Department of Corrections Health Services Administration Office as the Public Health Educator. In this position he will develop and provide information and training for staff. Mr. Williams has a wealth of experience in public health, infectious diseases, education, health

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management, program development and counseling. His previous work experience includes the Center for Correctional Health and Policy Studies, Inc. (at the CDF/CTF), George Washington University and Baltimore County Department of Health. Mr. Williams is also an avid writer, published author and highly sought after public speaker. "Although I will be working primarily with DOC staff, my goal is to teach young men – inmates - that there is a better way to live," Mr. Williams said. "I want my work here to help make a difference within the facility as well as in the community."

Two new correctional officers, **Herman Austin** and **Cornethia Williams**, joined the DOC workforce in January.

### **Recognition ...**

**Brenda Baldwin-White** was recently appointed Acting General Counsel of the DC Department of Corrections. Ms. Brenda Baldwin-White has served as the agency's Deputy General Counsel since December 2000. Her responsibilities have included providing legal counsel and advice to the Director and staff on a broad array of legal and policy issues regarding the responsibilities and operations of the Department of Corrections. Ms. Baldwin-White served as the agency counsel in conjunction with counsel from the Office of the Attorney General in the successful effort to terminate the cases of *Campbell v. McGruder* and *Inmates v. Jackson and Women Prisoners of the District of Columbia v. District of Columbia*, ending 33 years of court oversight of the D.C. Jail.

In making the appointment, DOC Director Odie Washington said, "Ms. Baldwin-White's legal credentials, experience, and accomplished management skills are invaluable to the Department." Before coming to the agency Ms. Baldwin-White served as an Assistant U.S. Attorney in the U.S. Attorney's Office for the District of Columbia. Her primary responsibilities included prosecuting criminal cases in U.S. District Court and D.C. Superior Court. Ms. Baldwin-White also served as the Acting Executive Assistant United States Attorney on all management issues. Other key management positions Ms. Baldwin-White has held include: Attorney, White House Counsel's Office; Counsel to the Director, Executive Office for U. S. Attorneys; and Acting Assistant Director for Professional Development, U.S. Attorney's Office for the District of Columbia.

The DC Department of Corrections recently nominated Deputy Director **Patricia Britton** to receive the 2004 Morris & Gwendolyn Cafritz Foundation Awards for Distinguished DC Government employees. Following a citywide competition, Ms. Britton was one of 16 finalists whose performance exemplifies the best in public service. An independent panel of prominent public managers served on the selection committee. DOC nominated Ms. Britton for the award as a way to honor her outstanding work in spearheading a number of the agency's highly successful initiatives. Most notably, Ms. Britton was highly instrumental in the agency's aggressive approach to develop an accurate billing system that would ensure that federal reimbursements to the District for the care and custody of sentenced felons are maximized. This has resulted in a total collection of more than \$25.3 million. She also helped produce a White Paper as a call to action to correct significant inequities in federal reimbursements. Ms. Britton is enthused and honored by the Morris & Gwendolyn Cafritz recognition stating, "Throughout my career I have seized every opportunity afforded me to demonstrate my compassion for public service." Ms. Britton continued, "Public service for me is not a job; it is a commitment – a high calling to enhance the lives of others through efficient and effective service delivery."

### **Remembering....**

The unique bond that exists among Department of Corrections staff is exemplified in times of crisis and death. The agency recently lost two former employees but their memories cannot be erased by death.

**Geraldine Taylor** (January 8) worked more than 20 years as a correctional officer. She was assigned to the former Community Correctional Center #4 (CCC #4) on New York Avenue before retiring in 2001. Staff remembers Ms. Taylor as a woman of many talents, who especially liked to make beautiful gift baskets filled with an assortment of items to present to staff celebrating special occasions or that were on extended sick leave, and residents living in the CCC #4 community during the holidays. She also enjoyed cooking and sharing her culinary specialties at luncheons and other employee celebrations.

**Joseph Lyons, Jr.** (January 23), a former correctional supervisor who retired in 1997 after working 26 years with the agency is remembered as a "gentle giant" among those who worked with him. Lieutenant Lyons spent the majority of his corrections career at the former Occoquan Facility. His home-going service reunited former and current DOC staff in remembering the man who instilled a pride, dependability and responsibility among both uniformed and support staff. As a result of his firm, yet fair manner of supervision, many who worked with Lieutenant Lyons have become managers, wardens, and deputy director.

Both will be missed but never forgotten.

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**Judge Jackson** (continued from page 5)

### **Preparing to Take the Gavel**

**DOC Today:** Who or what influenced your decision to work in the criminal justice profession?

**Judge Jackson:** *While at the U.S. Nuclear Regulatory Commission, I was detailed to the U.S. Attorney's Office for four months prosecuting misdemeanor cases. I really liked the investigative work and being in the courtroom.*

**DOC Today:** When did you have an idea that you wanted to be a judge?

**Judge Jackson:** *Never! Well, at least not at first. I was happy being a lawyer. But other people kept asking me about making that career move. I didn't give it any serious thought until March or April 2003.*

### **Character Befitting a Judge**

**DOC Today:** Judges are known for being very opinionated. As a judge, what advice in general would you give to youth, parents, and other persons who influence the lives of youth?

**Judge Jackson:** *My advice to those who want to have a positive impact on the lives of youth, talk to them, and also listen. They must be encouraged to think, analyze and communicate. They need to know that we care about what they have to say, even when we might not agree. We have to encourage them to have dreams and to work to make those dreams come true.*

Gregory Jackson did not have any cool nicknames growing up, but says *Judge* is among the coolest names around.

# Agency Employees Demonstrate Outstanding Dedication To Duty

The DOC, like other district government agencies, depends upon the commitment of its employees to accomplish its mission. No matter where they work in the department they all have the same mission—to ensure a safe and secure environment for pretrial detainees and sentenced inmates. Over the past year, several employees have been recognized for their outstanding contribution to the department. These employees are just a representative few of the hundreds of dedicated and hard-working employees at DOC.

## Employee of the Month

Each month, supervisors throughout the agency nominate a number of employees who they consider represent the “best of the best” and deserve to be recognized by the Director, the agency’s executive staff, and the entire agency workforce.

## Employees of the Month selected:



*Cpl. Malachi Robinson - January*



*Cpl. Marshall Day - February*



*Cpl. Betty Keene - March*



*Cpl. Opa Clegg - July*



*Cpl. Arthur Edmonds - June*



*Director Washington congratulates Cpl. Julia Broadus, Employee of the Month for December.*



*Cpl. R. Archer - October*



*Cpl. Lawrence Goodwin Jr. - November*

### Not Pictured:

*Wanda Patten and Benjamin Collins, Internal Affairs (April); Cpl. Juan Walters, Shift #2 (May); Cpl. Annie McGee, Shift #3 (August); and Cpl. Gertrude Jones, Shift #2 (September).*



*Security at the jail is dependent upon a thorough shakedown and search of inmates when they return to their cells.*

“These individuals are elite members of the workforce, the best of the best of our correctional professionals. The Department appreciates their initiative and their individual contributions. We wish them the best and hope that they will continue to excel in their individual areas of expertise.”

*Larry Corbett, Deputy Warden*

## Customer Service Employee of the Quarter

Employees who are selected as Customer Service Employee of the Quarter have consistently excelled at providing high quality and efficient service and customer satisfaction associated with performing their jobs. It may be a matter of coming a little earlier to work or staying late to help a colleague with a project, or taking the time to help someone understand a procedure or task that is difficult to grasp.

### Customer Service Employee of the Quarter honorees for 2004 are:

**Sergeant Fredrick Tate**, #2 Shift  
**Corporal Bonita Bagley**, #2 Shift  
**Corporal Margaret Barnes**, U. S. Marshalls Transport Unit  
**Betty Green**, Human Resources Management