

# DOC NEWS ONLINE

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## DOC'S NEWEST LIEUTENANTS AND SERGEANTS PLEDGE TO STRIVE FOR EXCELLENCE

On Friday, July 8, Interim Director S. Elwood York, Jr., and Deputy Director Patricia Britton issued certificates to 16 correctional officers to acknowledge their recent promotions. In the first DOC promotions event of correctional officers since 1997, **Kwabena O. Buabeng, George Hendrix, Ellen V. McDonald-Haynes, and Gloria A. Profit** were promoted to the rank of Lieutenant, and **Ronald Adams, Glinda Brown, Elijah Daniels, Cuthbert Denton, Darnell Dupar, Alvin Ford, Richard Glenn, Obioma Ibeawhuchi, Jiles Johnson, Kathy Nelson, Joseph Pettiford, and Dancy Simpson,** were promoted to the rank of Sergeant.



Lt. Karen Gray (left) and Interim Director S. Elwood York, Jr., (seated, third from left) join Lieutenants (seated, L-R) Hendrix, McDonald-Haynes, and Buabeng; and Sergeants (standing, L-R) Daniels, Ford, Brown, Glenn, Ibeawhuchi, Johnson, Denton, Simpson, Nelson, Adams and Dupar.

Development on the basics of coaching, delegating, communication, and motivation. Their education continued with 32 hours of *Internal Supervisory Training*. This block of instruction covered the duties and responsibilities of a supervisor, with information that is pertinent to the jail normal operations/emergent situations and the agency notification procedures for Significant/Extraordinary Incidents. They also received

training on critical information technology applications-- Schedule Soft, Disciplinary Tracking, and Incident Tracking.

The process began when they, along with more than 300 officers, sat for the Promotional Examination that was offered earlier this year. After passing the exam, they received 16 hours of *Introduction to Supervision* training conducted by the Center for Workforce

To ensure that these officers were serious about affirmative attendance, if they were late to class or from lunch, they were counseled by one of their peers in the class. At the beginning of the week there were a few late arrivals, but by the end of the week those were at zero. This was an exercise to show that they must follow policy before they can lead others.

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## A NEW BUSINESS PLAN TO OFFSET A \$4M BUDGET SHORTFALL

The Department of Corrections budget issues have been top news in recent weeks. The approved Fiscal Year 2006 (FY06) operating budget is 13% higher than the FY05 budget, but at \$4 million less than requested, staffing increases, training, and recruitment efforts are impacted. This means revamping plans and realigning how we do

business in a number of areas. Agency officials are still hoping to increase the number of full time employees, increase personal services to enhance staff salary levels, add a budget for uniform replacement and maintenance, add an education instructor, and enhance agency recruitment and training to re-establish

the agency's training academy which was closed pursuant to the Revitalization Act of 1997 (Lorton closure and the workforce reductions).

Management is working aggressively to reshape and align agency goals and available finances with the Department's objectives for public safety.

**Anthony A. Williams, Mayor**  
District of Columbia Government



**S. Elwood York, Jr., Esq.,** Interim Director



## A Message from the Interim Director

### A LOOK AT THE BRIGHT SIDE



In Fiscal Year (FY) 2005 DOC was in the final stages of right sizing after the Lorton closure. We took on other responsibilities--provided transportation from CTF to the courts, provided security at Youth Services Administration, moved toward our ACA accreditation goals. We did more than in the previous three years.

Based on what we accomplished and what more was ahead of us, this agency's management developed a good, strong, solid budget for FY06...one we could defend, one in which we asked only for what we needed -- no fluff. Our requests were not "*pie in the sky*." But even though we have proven our mettle, we received the news that our request would be reduced by \$4 million.

So we will go into FY06 under-funded, under budget; knowing that health care needs will increase, that jail population will increase, and that wages and prices will increase.

I realize that it does not paint a pretty picture, but I ask that you not be discouraged. Even without the additional \$4 million for next year's budget, our rallying cry is, "**WE'RE DOING OKAY**." As difficult as it will be, there is good news:

- We do not anticipate any reductions in the workforce (RIFs)
- There has been an improvement in the safety and security for inmates and staff
- Performance within the agency has improved
- We have a better relationship with the union
- Around the region/country, we're doing better than other corrections agencies
- We have had increases in our budget authority for the past 4 years.
- The net increase for the agency is higher than in FY05

Of course there will be some unmet needs. This is our tragedy in the post Lorton period. But the bottom line is teamwork. As we were well on the way toward stabilizing the agency--putting it on sound footing, a more solid foundation, creating a baseline to move forward--this budget shortfall leaves us with the task of holding on. Each of us must be aware of what we use our scarce dollars for. We cannot lose the progress we have made. Survival will require a lot of energy, commitment, and dedication. Fortunately for this department, we have a workforce that always puts forth the effort on a daily basis, while asking, "What more can I do to help?" Primarily we have to make adjustments that will help determine:

- how to replace correctional staff as they retire
- how to fill critical vacancies
- how to provide much needed training
- how to keep a safe, constitutional jail
- how to keep the pressure on for our ACA Accreditation process

Above all we must prepare **now** to make the good fight for FY07 funding. We are already putting strategies in place so that we can bring a stronger justification next year to provide adequately for DOC needs. We just have to keep in mind, "**WE'RE DOING OKAY**."

*S. Elwood York, Jr.*

**DOC**

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**Every DOC employee is  
invited to suggest and/or  
submit articles for the**

**DOC NewsOnline**

**Let us hear from**

**YOU**

**for the next issue!**

# Personality Profile

## Introducing DOC's Youthful Workforce

### Part 1 - Summer Interns

Every year from May through August the population at Grimke increases while the median staff age decreases. This is the time when summer interns and Summer Youth Program participants descend upon the agency headquarters to “make a difference” in their own unique ways. Some are honing their workplace skills, others are taking the opportunity to learn more about their field of interest, most are excited about getting a paycheck, and all benefit from seeing professionalism and executive leadership in action.



Damond Gorman

This month’s issue of DOC NewsOnline will spotlight the five interns who have been working since May. Next month, in Part 2 of this article, the DC Summer Youth employees will be profiled.



Nyanti “Unity” Nebo

**Damond Gorman**, a rising senior at Seed Public Charter School, plans to attend North Carolina A&T University to study physics. His great study habits throughout school will help him achieve that goal. But he also has been pursuing another dream since the age of 12--the dream of becoming a chef. He has been studying culinary arts and says he makes a “mean lasagna.”



Mike Rush

**Nyanti “Unity” Nebo**, a participant in the Urban Alliance program, has returned to DOC for her second internship as office assistant in the Office of Communications. She attends Delaware State University where she is majoring in chemistry. In her spare time she attends criminal just classes at UDC. Unity, a DC resident, is originally from Liberia.



Joshua Smith

**Mike Rush** is from Charlottesville, VA. He graduated from the University of Richmond taking degrees in political science and education. For five years he taught at Orange County high school in Richmond, Virginia. Now in Washington, he is pursuing a law degree at Catholic University. Mike says his greatest inspiration in life is his father who is a successful lawyer.

**Joshua Smith** of Long Island, New York, graduated from New York University with a double major degree in music and economics. Smith says that his passion for public service lead him seek to a position at the Department of Corrections. He works in the Office of the General Counsel. He is pursuing his law degree at George Washington University.



Joanna Wooten

**Joanna Wooten** has been an intern in the Office of the Deputy Director since May. She will be a 10th-grader at Caesar Chavez Charter High School in September. She aspires to a career in fashion design or the media. In her spare time she draws and designs clothes. Her ultimate goal is to design sports outfits and formal wear.

Next Month: *Part 2—DC Summer Youth Program Participants*

**NEW HIRES/RE-HIRES**

Correctional Officers **Eric Alexander, Martin McAllister, Marlene Watson, and Yvette Weaver** are former DOC staffers who have recently returned to the agency.

Correctional Treatment Specialists added to DOC's roster in May were, new hire, **Michael Spaulding**, and **Rhonda Carpenter Smalls**, who worked previously for the Department.

**Denise McCants**, a previous employee, returns as a Pipe Fitter.

**John Manuel** was hired as the agency's Accreditation Administrator.

**Ethel Lee** was hired in May as a Clerical Assistant.

**RESIGNATION**

**Delores Thomas**, Training Administrator, resigned in June to pursue other career interests.

**RETIREMENTS**

Three people who wrapped up their tenure at DOC and their career by retiring recently, were:

- **Donald Foley**, Mechanical Parts Repairer
- **Cynthia Smith**, Correctional Officer
- **Frederick Tate**, Lead Correctional Officer.

**April Employee of the Month  
Corporal Alexander McNeil**

**Corporal Alexander McNeil**, who is currently assigned as Officer in Charge of Receiving and Discharge Male Processing Unit, on the Number Two Shift, as selected as the April Employee of the Month.



Corporal McNeil joined the Department of Corrections in April 1985. He is charged with the responsibility of receiving, searching, fingerprinting, photographing and initiating all administrative documentation necessary to process new inmates through the system. His extensive knowledge and sound correctional skills allow him to make wise decisions in sensitive areas related to newly admitted inmates. Interim Director S. Elwood York, Jr., commended for maintaining his composure while processing some of the jail's most notorious inmates, and those that exhibit aggressive and combative behavior. "His supervisors have reported to me that Corporal McNeil meets aggression with calmness, thus always achieving the ultimate goal," said Mr. York. "We can all be proud that we have someone of Corporal McNeil's caliber looking out for our safety."

Cpl. McNeil said, "I strive to excel, because I always want my actions to reflect a positive light not only on myself but also on the agency,"

**May Employee of the Month  
Corporal Glennard Walker**

The May 2005 Officer of the Month is **Corporal Glennard Walker**, who is assigned to the DOC's United States Marshal's Transportation Unit.



Noting Cpl. Walker's list of achievements from the nomination letter. Interim Director York said, "I admire his serious 'can-do' attitude. This man is motivated and obviously results oriented."

Some of the things that earned Cpl Walker the nomination are:

- DOC's National Rifle Association Weapon's Instructor
- Member of the agency's elite Honor Guard Team
- Member of the Emergency Response Team
- Graduate of the DCMPD SWAT school;
- Expert marksman with all weapons
- Rappel Master for the ERT Team

When Cpl. Walker recognized that the Transportation Team needed a gun box in the sally port of the CDF, Cpl. Walker located an unused gun box. After receiving permission from DOC management, he brought it to the CDF, repaired and painted it, put on new locks, and stenciled motivational slogan on it—

DOC TRANSPORTATION UNIT AND SUPPORT:  
WHERE PRIDE STARTS AND CORRECTIONS BEGIN.

Cpl. Walker's supervisors and colleagues are in full agreement that the dedication and loyalty he consistently shows, certainly justify his being selected as Employee of the Month.

## EMPLOYEE RECOGNITIONS

The Department of Corrections Interim Director, S. Elwood York, Jr., and Deputy Director Patricia Britton took the opportunity in June to recognize and honor three groups who are noted for presenting the agency in the best possible light. They are the volunteers who make up the *Honor Guard*, the agency *Hearing Officers*, the *Race for the Cure* team.



Members of the DOC Elite Honor Guard Unit are pictured with Interim Director S. Elwood York, Jr., (center) and Deputy Director Patricia Britton (right). The members of the Honor guard are (alphabetically): Captain Heyward Bonaparte, Sgt. Robert Gladden, Sgt. Stanley Powe, Cpl. Maurice Blackwell, Cpl. Darrell L. Dowery, Cpl. Robin Goodwin, Cpl. Joseph Hill, Cpl. Lottie Hudson, Cpl. Gerald Lester, Cpl. Derrick Randolph, Cpl. Glennard Walker, Cpl. Raymond Washington, Cpl. William White, and Cpl. Lawrence Wilson.



## HEARING OFFICERS

Director York congratulates the DOC employees who recently participated in the agency's Hearing Officer training. They are (alphabetically): Reena Chakraborty, Patsy Dyson, Sylvester Ezeani, Steve Fezuk, Karen Gray, Peilung Hsu, Paulette Johnson, Ajay Kapoor, Charles Kim, William Meeks, Gloria Nelson, Phuoc Nguyen, Denise Shell, Oluwasegun Obebe, Juliana Tyer, Stanley Waldren, Brenda Ward, and Earnest Williams.



## RACE FOR THE CURE

DOC participants in the June 4th race were (alphabetically): Captain Nora Talley, Sgt. Hilda Short, Sgt. Andrew Frazier, Sgt. Bernard Hall, Cpl. Angela Alston, Cpl. Zerline Brooks, Cpl. Mozelle Byrd, Cpl. Marshall Day, Cpl. Cuthbert Denton, Cpl. Darnell Dupar, Cpl. Arlene Ellis, Cpl. Carolyn Faxio, Cpl. Richard Glenn, Cpl. Judith Jamerson, Cpl. Debbie Marbury, Cpl. Derrick Randolph, and Cpl. Maxine Reise.

**DOC WELCOMES ACA  
AUDITORS PRE-ACCREDITATION READINESS  
ASSESSMENT**

In order to address questions and concerns regarding preparation for the American Correctional Association (ACA) accreditation audit, DOC officials initiated a request for technical assistance from the ACA in an effort to make well-informed planning decisions surrounding our bid for accreditation in 2007.

The nature of the technical assistance was to perform an assessment of the readiness of the agency in going forward with the accreditation effort. The standards compliance audit was conducted by three trained ACA consultants. The audit entailed system-wide assessments of the policies, procedures and practices within the agency, and specifically at the Central Detention Facility. The auditors provided feedback on the overall level of compliance and more specific feedback on other areas.

The results of the assessment have provided DOC with a roadmap for moving forward with the accreditation effort and helped identify critical areas for immediate attention. This type of assessment is optional but highly recommended for facilities and agencies seeking to determine their levels of compliance prior to scheduling the actual audit.

This pre-assessment served as a visible “Kick-Off” of the accreditation process for the agency. In addition, it helped demonstrate this agency’s commitment to the process.



The Accreditation Team is ensuring that the DOC workforce is educated about the significance of the standards. The team members are (L-R) **Cpl. Cornethia Williams**, Accreditation Administrator **John Manuel**, **Sgt. Carlton Butler**, and **Cpl. Keith Pirog**.

**ACA Accreditation Key Points  
Focused Work in Progress**

**Theme**

*“Where Pride Starts and Corrections Begins”*

**Meetings**

Wednesday 9:00 a.m.–10:30 a.m.  
Warden’s Conference Room – CDF  
Open to everyone

**Accreditation Office**

Room 156 – CDF  
1st floor of the Jail  
202-673-8249  
7 days a week

**Accreditation Team**

*(TEAM= Together Everyone Achieves More)*  
**John Manuel**, Accreditation Administrator  
**Sgt. Carlton Butler**  
**Cpl. Keith Pirog**  
**Cpl. Cornethia Williams**

**Standards (Expected Practices)**

- Standards manuals will be issued to the key areas.
- There are 384 standards; 62 are mandatory.
- Accreditation team will meet with staff and attend roll calls to train and educate the DOC workforce in the accreditation process.

**The Critical ABCs**

- AUDIT:** be familiar with files; handle it once; understand the process; know “why”
- BUY IN:** everyone in DOC is on the team; this is about all of us; talk about it; achieve momentum
- CLEAN AND CLUTTER FREE:** be organized; know where things are; put it back when you’re finished

**Being Mindful**

- ✓ We must be transparent
- ✓ Our actions must not lead to confusion
- ✓ Our goals must be understood
- ✓ Accountability is our primary interest
- ✓ Know that resources are limited
- ✓ Inspect what you expect
- ✓ Consistently follow a “smart plan”



*Accreditation is a point of pride.  
Our work life will not be the same after we achieve it.*

## Join ACA... Attend the Conference... Celebrate the New Washington DC Chapter!

In an historic move, the DC Department of Corrections has been instrumental in the "birth" of the *District of Columbia Criminal Justice Association* (DCCJA) Chapter of the American Correctional Association (ACA).

The stated mission of the DCCJA is *to shape public policy and share information in a unified voice concerning criminal justice and/or issues. DCCJA will encourage training and networking opportunities that promote professional growth and organizational effectiveness in the District of Columbia's criminal/juvenile justice system.*

The chapter and membership will be officially acknowledged at the ACA Annual Conference in Baltimore in August.

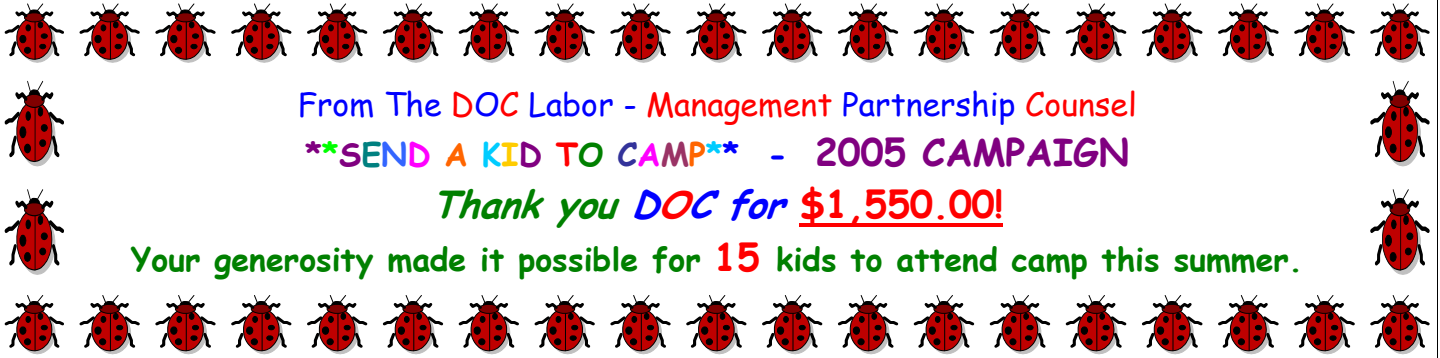
Membership is open to anyone working in the Department of Corrections. The DCCJA Board of Directors is hoping you will join them in the official kickoff at the convention!

**~ ~ AMERICAN CORRECTIONAL ASSOCIATION ~ ~**  
**JOIN TODAY --**  
**CALL 1-800-ACA-JOIN, EXT. 1920...**  
**OR LOG ON TO WWW.ACA.ORG**

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**Baltimore, MD — August 6-11, 2005**

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Stronger Voice in Corrections”***

**Enjoy the charming sights and attractions  
of Baltimore while making strides  
in your career!**



### “ELLA’S KID’S” APPRECIATION RECEPTION



Ella Robertson-Strother, Executive Director of Ella's Kids, Inc, a community service organization founded by her parents.

On Friday, June 4, 2005, the Department of Corrections was among several District community organizations recognized by Ella's Kids, Inc., in a volunteer appreciation program and reception.

The program was attended by:

- Deputy Director **Patricia Britton**
- **Joan Murphy**, Special Projects Officer
- **William Meeks**, Public Affairs Specialist
- **Paulette Hutchings Johnson**, Labor Relations Liaison
- **Laurrine Ellis**, FOP Executive Secretary
- Corporal **Gail Pinkney**.

The department was acknowledged with certificates for the Labor Management Partnership Council-sponsored 2004 Christmas Toy Donation drive. This agency donated two truck loads of toys and clothing, making the holiday a happier time for many area children.

#### *Thank You to the DC Department of Corrections*

*You surrounded me with kind words and reassurance when I needed it most. There is no way to thank you for all that it meant to me for you all to be there. But I was deeply appreciative of your presence and can still remember the precision drill and ceremony performed in honor of my husband's service with the Department. Your kind words of support helped me to get through the darkest moments. And I know that in his own quiet way, **Joe Lyons** was smiling down on me that moment. The corrections officers at the DC Department of Corrections are a special breed of men and women. I was honored to have your presence and grateful for your support. Please share this note with the others to let them each know how much I appreciated their support. And again, thank you so very much.*

*Mrs. Marion Lyons*

