

# DOC NEWS ONLINE

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## TERMINATION OF *WOMEN PRISONERS* CASE ENDS 33 YEARS OF COURT INTERVENTION

Mayor Anthony A. Williams announced the termination of the *Women Prisoners of DC v. District of Columbia* class action lawsuit last month. US District Court Judge Emmett G. Sullivan dismissed the court order in *Women Prisoners* by mutual consent of the parties, ending the 10-year old case.

Spearheading this effort were **Gregory E. Jackson**, DOC General Counsel and **Brenda Baldwin-White**, DOC Deputy General Counsel.

Mayor Williams praised the ruling by Judge Sullivan as further evidence that the District is committed to improving city services and programs for its citizens. "The director and staff at DC Department of Corrections continue to



DOC Director Odie Washington (left), Deputy Director Patricia Britton (right) congratulate Brenda Baldwin-White and Gregory E. Jackson.

demonstrate their commitment to meeting the highest standards. I commend the Department of Corrections and the Attorney General's office for this historic accomplishment."

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Corrections Department Director Odie Washington cited the \$30 million dollar capital improvement program approved by the Mayor and DC Council for playing a major role in helping to end court oversight and improve conditions.



Maria Amato is shown holding the plaque she received from the Director and the Deputy Director.

The *Women Prisoners* case, filed October 1994, alleged that the programs and services provided for women prisoners were not equal to those provided for the men prisoners. The court order addressed an array of issues including educational and vocational programs, work training and apprenticeship programs, sexual harassment

training and reporting, health care, and physical plant conditions. The Department of Corrections improved the quality of the environment, services and programs available to female prisoners and implemented a program for the prevention of sexual misconduct in the prison system.

Others who were instrumental in helping the DOC vacate the court order include **Maria Amato**, Office of the Attorney General; **Regina Gilmore**, Office of Internal Controls; **Barbara Hart**, Contract Monitor; **Gloria Nelson**, Sexual Misconduct Coordinator; Central Detention Facility Warden **Steve Smith** and staff, especially the Case Management Unit and Training Office staff; **Delores Thomas** and **Grimke Training Academy staff**; and CTF Warden **Fred Figueroa** and staff.

Last year, the cases of *Campbell v. McGruder* and *Inmates v. Jackson* were terminated, ending 32 years of court oversight of the DC Jail in two of the oldest cases in the US District Court. Those cases focused on environmental and safety conditions at the Jail.

In a ceremony last month, the Director commended all of the persons who made it possible for the Department to be free of court orders and consent decrees for the first time in more than 33 years.

Anthony A. Williams, Mayor  
District of Columbia Government



Odie Washington, Director



## HUNDREDS REGISTER TO TAKE PROMOTIONS EXAM

Nearly 400 DOC correctional officers eligible for advancement to sergeant and lieutenant positions have registered to take the Sergeant/Lieutenant Promotion exam, which will be given for the first time within the agency since 1996.

The 36 Lieutenant applicants and 338 Sergeant applicants received the *2004 District of Columbia Department of Corrections Promotional Examination Study Guide For Sergeants and Lieutenants*, to help prepare for the exam. The massive document, which takes on the appearance of an *everything-you-want-to-know-about-the-DOC* catalogue, includes internal policies and other specific information related to security, operations and inmate ac-

countability. Its comprehensive content serves as an excellent resource tool for administrative personnel as well as the correctional officer staff.



Austin Whitby, Jr., one of 374 correctional officers who registered for the exam, gets a training manual from Frankie Lightfoot in the Deputy Director's office



Lt. Karen Holmes-Gray conducts a training session.

Director Odie Washington, who looks forward to enhancing the correctional officer leadership stated, "I am pleased that as we continue to improve as an agency, there are opportunities

for our correctional officers to move to the next level in their careers. They are well-trained and I am confident many are ready to become sergeants and lieutenants."

Lieutenants **Betty Ames** and **Karen Gray** are conducting study group sessions for the potential candidates to assist them in navigating through the wealth of information contained in the study guide. Techniques on how to study, information sharing, and in-depth group discussions provide the major focus of these sessions. To accommodate persons on all shifts, the sessions are held at various times throughout the week, with as many as 40 plus participants having attended an individual session. The examination will be given on November 20.

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**Join the ACA**

The DOC, along with its partner CCA, is sponsoring an aggressive membership campaign. Please check with your manager for the name of the team leader at Grimke or the jail who has more information and applications.

*Join hands with the  
 Leaders in the  
 Correctional Profession*

*The American Correctional  
 Association*

## DOC STAFF UPDATES

After more than 30 years in government service, the last 17 with DOC, **Irma Brady**, Community Corrections Administrator, has retired for some well-deserved "R-and-R." During her tenure with the department, Ms. Brady worked at the Lorton Correctional Complex and in the DOC's halfway houses. In a presentation to Ms. Brady last month, Director Washington praised Ms. Brady for her outstanding work and commitment to public service. **Valerie Brown** will act in that position until a permanent replacement is named.



Another long-time DOC employee also departed last month. **Barbara Simons**, head of the department's Employee Assistance Program (EAP) left for a position in the private sector. Ms. Simons also had 17 years of service with the department and was known for her tireless dedication to the department and its employees. Employees in need of assistance should now contact **COPE**, the city's employee assistance program, at **202-628-5240**.

## JAIL BECOMES A FOOD-FREE FACILITY

Consistent with the goal of accomplishing a safer, more secure, and weapons-free work and detention environment, the Department of Corrections has established new procedures for bringing food into the Central Detention Facility (D.C. Jail).

In an Open Letter, Director Odie Washington notified the DOC workforce that as of Sunday, October 17, 2004, staff will be restricted from bringing food onto the operational areas of the facility where inmates are housed - including the basement and Levels 1, 2, and 3. Food will continue to be permitted in the administrative areas.

A number of lockers have recently been installed in the lounge and pool-room areas of the facility for staff to store food.

The restriction reflects the department's mandate to stop contraband, which can be hidden in the food and containers, from entering the Jail.

The Director encouraged the staff to consider eating in the recently renovated Officer's Dining Room, adding that "the menu options and cost make it an excellent choice for purchasing and eating your lunch."

COPE

DC Employee Assistance Program

202-628-5240

1-800-841-7406

## TWENTY-TWO DOC EMPLOYEES AMONG D.C. 30+ YEARS HONOREES

The **First Annual Employee Length of Service Recognition Ceremony** was held on August 25, 2004 to honor employees who have at least 30 years of service in the District government. Included among the celebrants at the ceremony were 22 Department of Corrections employees.

The honorees gathered at the Washington Convention Center to hear remarks from Mayor Anthony Williams, City Administrator Robert Bobb, Chief of Staff Alfreda Davis and other city officials. Renowned motivational speaker, Willie Jolley, author of the best seller, *It Only Takes a Minute to Change Your Life*, delivered the keynote address. The program was followed with an informal reception.

Employees who have completed 30 or more years of District government service by January 1 of each year receive a length of service award consisting of a commemorative pin, a letter from the Mayor, and a personalized certificate.

Marvin Blount	Psychologist	30 years
Larry Corbett	Correctional Institution Administrator	33 years
Patsy Dyson	Special Assistant	33 years
Anthony Fewell	Correctional Officer	32 years
Karyn Fryer	Correctional Officer	32 years
Isaac Garrett	Correctional Officer	34 years
Larry Gerald	Lead Correctional Officer	31 years
Betty Green	Management Analyst	30 years
Cynthia Hackett	Correctional Treatment Specialist	34 years
LaVerne Harvey	Correctional Management Officer	34 years
Alvin Henry	Correctional Officer	30 years
Thomas Hoey	Program Analysis Officer	34 years
Dianne Jones	Supvy. Legal Instruments Examiner	30 years
Gregory King	Supvy. Correctional Officer	30 years
Mary Morris	Correctional Officer	32 years
Joan Murphy	Special Projects Officer	31 years
Elton Pinkard	Correctional Officer	31 years
Raymond Preston	Correctional Officer	31 years
Louis Prioleau, Jr.	Correctional Officer	30 years
Bessie Russell	Correctional Officer	32 years
Mary Sinlah	Correctional Officer	33 years
Joan White	Correctional Officer	35 years

## DOC COMMITS TO CUSTOMER SERVICE EXCELLENCE

Customer Service Week highlights the importance of customer service, as well as recognizes those employees who deliver excellent service to citizens of the District of Columbia.

To achieve customer satisfaction, the District has clearly defined gold standard customer service to include the whole service delivery chain - from the intake of citizen service requests to feedback on how services were provided.

Four elements underlie the District's customer service model: responsiveness, accountability, transparency, and a customer service infrastructure. The DOC workforce is diligent in its commitment to provide superior customer service.

**Renee Jefferson** has been named Customer Service Liaison for the DOC. In this role, Ms. Jefferson will oversee the Customer Service initiative as directed by the Mayor. She will ensure that the agency is compliant with the D.C. government Customer Service standards as they relate to voice mail, 24-hour return call policy, e-mail and other correspondence.

Ms. Jefferson has been with the department for 20 years. She started at the Lorton Correctional Facility as a secretary in the education unit.



## HELPING TO SPREAD THE NEWS: COMMUNICATIONS AGENCY LIAISONS



Standing: Pamela Robinson, Case Management; Timothy Wheeler, Facility Management; Betty Green, Human Resources; Sgt. Andrew Frazier, Shift 3; Cheryl Warner, Records Office; Sgt. Robert Smith, Shift 1.

Seated: Sgt. Sherry Savoy, Community Corrections; Lt. Karen Holmes-Gray, Training; Juliana Tyer, Health Services; Sonny Fulton, CTF.

Not pictured: Sgt. Kwanaea Buabeng, Shift 2; Sgt. Robert Gladden, Medical Holding Unit; and Reena Chakraborty, OMITS.

The Office of Communications has established a Communications Liaison program to help maximize employee and public awareness about the Department of Corrections.

Members of this newly formed group represent the various divisions within the agency and serve as the extra eyes and ears of the Office of Communications. Their duties include providing the Com-

munications staff with ideas and information about employee activities, ensuring the flow of information from the workforce to Communications, making submissions to the newsletters, and encouraging employee interest and participation in department related activities.

The information they provide will be used for the department's online E-zine, the quarterly newsletter, bulletin boards,

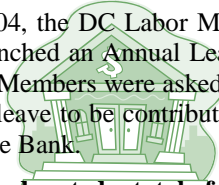
media kits and other DOC informational publications.

On October 6 a meeting was held for all of the DOC liaisons to introduce them to the Communications staff, let them know what is expected of them, provide training, and answer their questions.

Beverly Young and Bill Meeks are the contacts for the liaisons.

## DOC WORKFORCE: LEAVE BANK SHARING ... *GENEROUSLY!*

On April 15, 2004, the DC Labor Management Partnership Council launched an Annual Leave Bank Contribution Campaign. Members were asked to donate at least 4 hours of annual leave to be contributed in a block to the DC Annual Leave Bank.



DOC employees donated a total of **1236** hours!

Participation is Easy, Voluntary and Open  
to All District Government Employees

The Annual Leave Bank program is a fund of accumulated annual leave donated by employees for the use of other leave bank members. This program prevents or limits the loss of income by employees who are faced with medical emergencies and who do not have sufficient paid leave to cover their period of absence.

A Minimum of Four (4) Hours Annual Leave  
Donation is Required for Membership

A number of DOC employees have received the benefit of donated leave hours. Ms. **Verella Curry**, DOC Human Resources, said she was deeply touched by the gen-

erosity of the DOC workforce who donated leave for her when she was ill. She added, "the care, concern and spiritual support from so many people was more than I could have ever imagined. They were like family to me. I thank them with all my heart."

[Contact Your T&A Officer for Leave Donation Forms](#)

As the 2004 leave year comes to a close, please remember that the need for Leave Bank hours still exists among the DOC "family." Contact your Time and Attendance officer for more information.



*It was with sorrow and heartfelt concern that we learned of the severe injuries sustained recently by **Corporal Margaret Barnes** in an automobile accident. Corporal Barnes is in critical condition at Johns Hopkins Hospital, and expected to be out of work for some time. Please consider contributing some of your hours to the Leave Bank specifically for her when you fill out your forms during the next few weeks.*

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## LABOR AND MANAGEMENT PARTNERSHIPS MEET TO ADDRESS BROAD RANGE OF ISSUES

DOC management and labor representatives participated in the District's Labor-Management Partnership Council Symposium for the first time last month as a partnership.

Eighteen representatives from DOC's management and labor union, Fraternal Order of Police, attended the day-long workshop. Joining dozens of other Labor-Management Teams, the DOC's representatives were able to exchange ideas and develop strategies for creating a successful partnership.

The Symposium is an initiative of the District's Labor-Management Partnership Council. These partnerships bring management, labor and employees together to work as a team. The teams pool their knowledge, experience and creativity to identify and address key issues facing the District and its employees. Although there is not always agreement on every issue, there is the understanding that they will continue communicating even when they disagree.

**Nila Ritenour**, Vice Chairperson, FOP/DOC Labor Committee and a correctional officer, who attended the symposium feels that the partnership can be beneficial. "As Vice-Chair, I'm very excited about the Labor-Management Partnership. We need to collectively collaborate with one another. The improvement in the jail's performance can only go so far unless everyone is engaged equally in trying to improve the agency. We've made some significant progress through a variety of initiatives, but we still have a long way to go."

**Paulette Hutchings-Johnson**, DOC Labor Liaison said, "The decision for DOC management and the FOP to establish the Labor-Management Partnership is a bold, progressive and insightful venture that will ultimately benefit the agency and its employees. It will also make the department an active participant in the District's efforts to encourage management and unions to work together on common goals and projects."

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# **DOC VOLUNTEERS NEEDED**

For the

## **READ WITH ME**

### **Children's Literacy Project**



**Help children learn to read well by third grade!**

#### **DID YOU KNOW...**

- \* Young people who are not fluent readers and writers by the end of 3<sup>rd</sup> grade may never catch up to their peers.
- \* 69% of 4<sup>th</sup> graders in the District are reading below the national proficiency level
- \* You can make a big difference in the life of a child by spending as little as 3 hours a month as a literacy mentor.

**Register today!**

Register online or learn more by visiting [www.serve.dc.gov](http://www.serve.dc.gov)  
You can also contact Serve DC at 202-727-7925  
or by e-mail at [earlychapters@dc.gov](mailto:earlychapters@dc.gov).

**When you read with children today,  
you empower them for tomorrow!**

Read with Me is a project of The Early Chapters children's literacy program