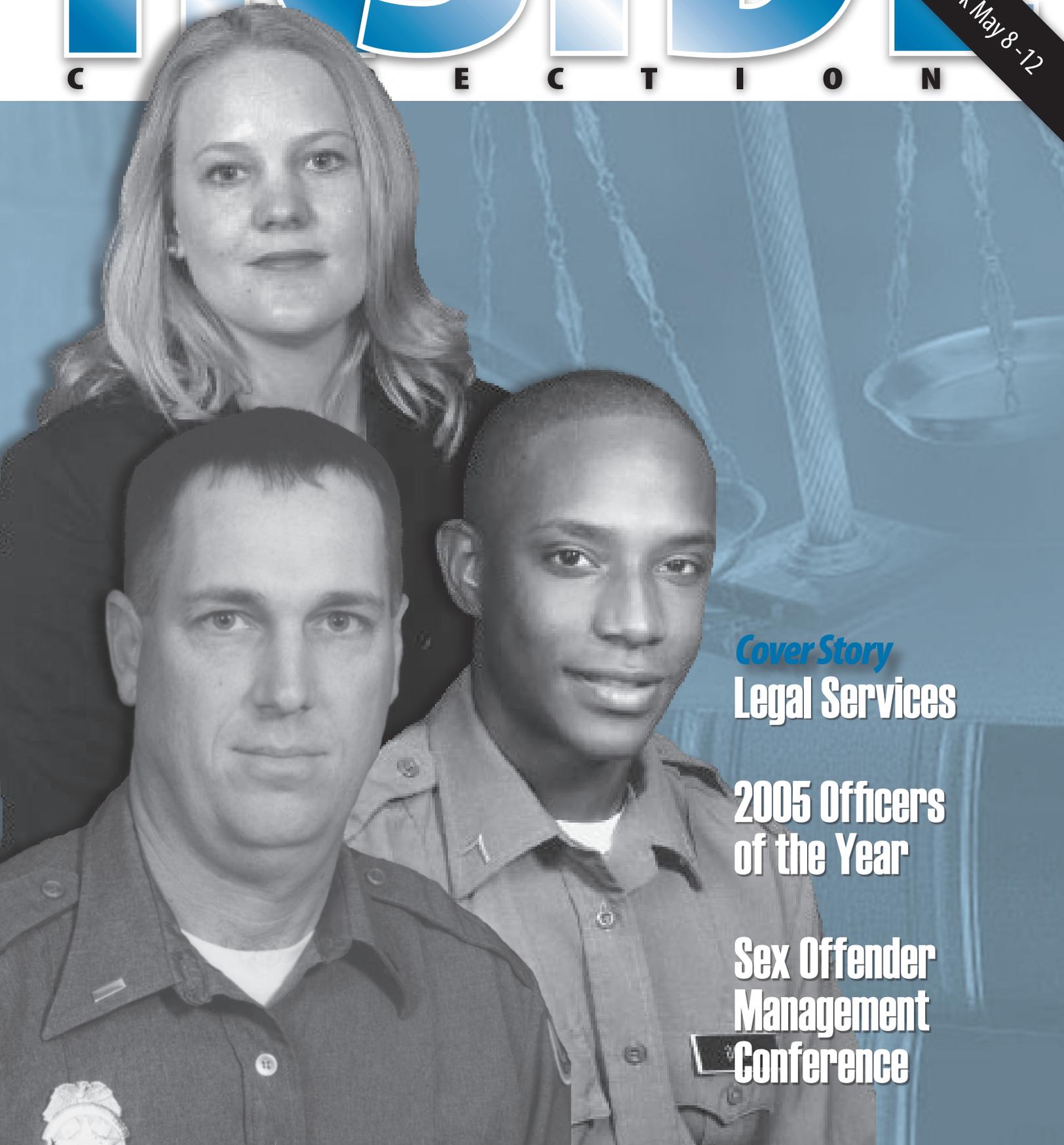


MAY 2006

INSIDE

C O R R E C T I O N

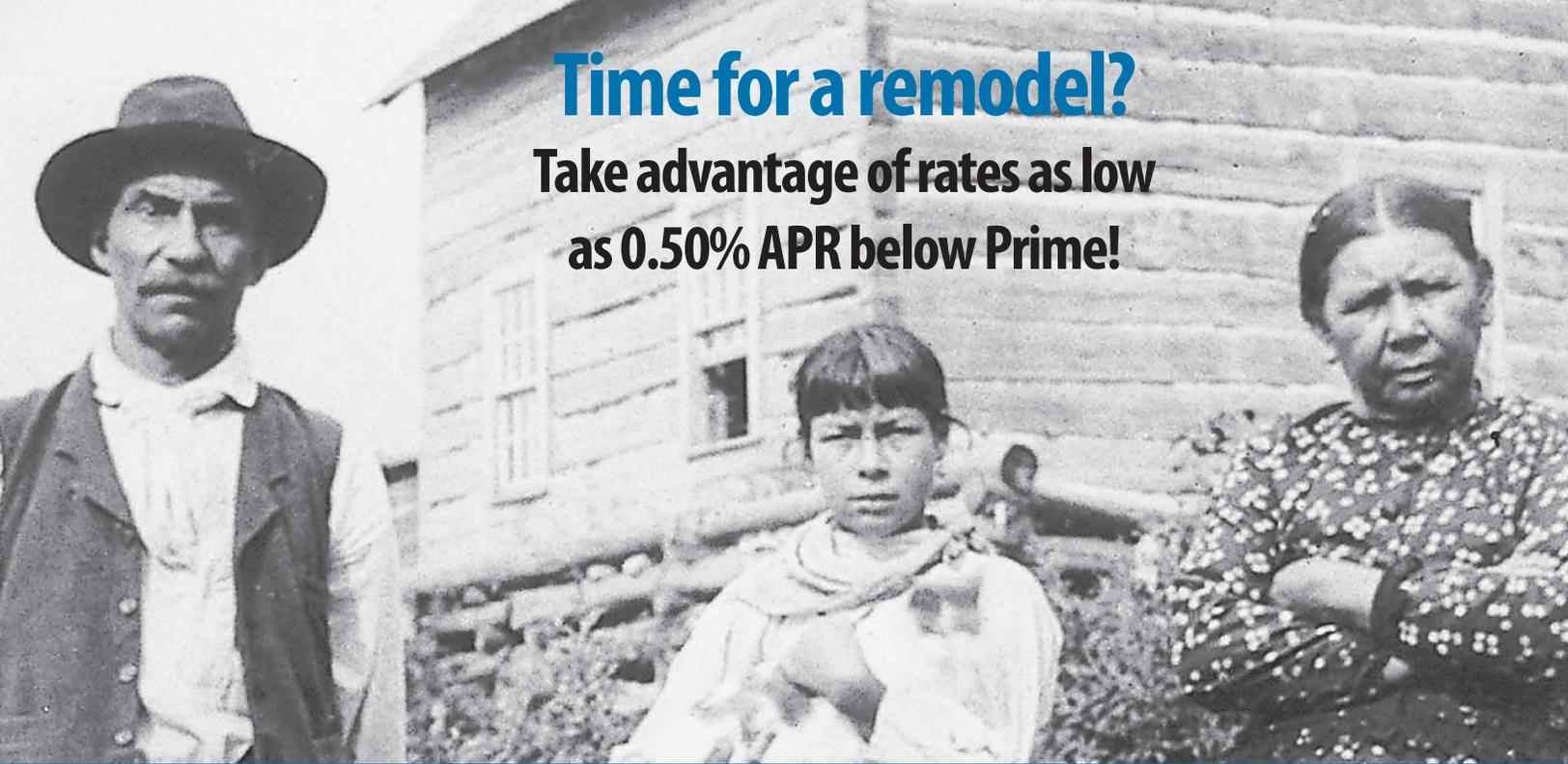
National Correctional Officer Week May 8-12



Cover Story
Legal Services

**2005 Officers
of the Year**

**Sex Offender
Management
Conference**



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NATIONAL NURSES RECOGNITION WEEK MAY 6-12

On the week of May 6-12, the Oklahoma Department of Corrections joins with the rest of the nation to honor our nurses for National Nurses Week. The DOC currently has 157 nurses employed across the state, who work tirelessly, 365 days per year to provide professional nursing services to our inmates. These dedicated staff provide services to a population that other nurses might consider unworthy, but they should take great pride in answering the calling in such a selfless way.

Some interesting facts about nursing . . .

- The Bureau of Labor Statistics projects that the US will have a shortage of more than 1 million nurses by the end of this decade.
- According to a 2005 Gallup poll, nurses rank number one in the nation for their honesty and integrity, with 82 percent of Americans rating them "high" or "very high".
- According to a January 2006 study, if hospitals invest in appropriate RN staffing, thousands of lives and millions of dollars could be saved every year.
- According to an October, 2002 study, an estimated 20,000 people die each year because they have checked into a hospital with overworked nurses. The same study also found that Americans scheduled for routine surgeries run a 31% greater chance of dying if they are admitted to a hospital with a severe shortage of nurses.

National Nurses Week gives all Americans an opportunity to thank a nurse for all they do and to show appreciation for their importance in their lives.

Inside Corrections Oops!!

Please accept our apology for our mistakes . . .

On Page 6, Legislative Luncheon -- for misidentifying Representative Joe Eddins and Representative Fred Perry; for not identifying George Skinner, Cleveland County Commissioner; Tammy Howard, Cleveland County Purchasing Agent and Dan Cary, Cleveland County Safety Director; for misspelling Representative Neil Brannon name and for not addressing Representative Wes Hillard .

On Page 13, Training Quiz -- for indicating that the answers could be found on page 25, when they were actually listed on page 23. Inside Corrections only had 24 pages.

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

Justin Jones, Director

Editor

Joyce Jackson
Executive Communications
Administrator

Senior Editor

Jerry Massie
Public Information Officer

Copy Editor

Betty Nicholson

Graphic Designer

Kim Rotelli

Photographer

Bill Broiles

Contact:

Email prbettyn@doc.state.ok.us
Call: (405) 425-2513

Send all material to:
Inside Corrections
Oklahoma Department of Corrections
3400 Martin Luther King Avenue
Oklahoma City, OK, 73111-4298

Coming in June

Community Sentencing

Crime Victims Week

INSIDE CORRECTIONS

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**OKLAHOMA DEPARTMENT OF CORRECTIONS
MISSION:**

*TO PROTECT THE PUBLIC, TO PROTECT THE EMPLOYEES,
TO PROTECT THE OFFENDERS*

All employees are encouraged to submit articles, letters, comments and ideas for future issues. Copy should be submitted to prbettyn@doc.state.ok.us by e-mail, on diskette or typewritten and must be received no later than the 10th of the month. Statements contained in articles submitted to Inside Corrections are the personal views of the authors and do not necessarily represent the opinions or policies of the Oklahoma Department of Corrections. All articles are subject to editing, with every effort made to preserve the item's essential meaning.

This publication, printed by Oklahoma Correctional Industries, is issued by the Oklahoma Department of Corrections as authorized by Executive Communications Administrator, Joyce Jackson. 2,000 copies have been prepared and distributed at a cost of 90 cents each. Copies have been deposited with the Publications Clearinghouse of the Department of Libraries.



DIRECTOR'S COMMENTS



Justin Jones, Director

Funding Corrections

Several employees have engaged me in conversation concerning the success of securing a supplemental and a pay raise for the majority of staff. Yes, we should be appreciative of all who worked to secure this needed funding and pay raise. Accolades go out to all who assisted legislators in understanding our needs. It is an excellent start in making progress toward proper funding that would eliminate the need for another round of supplemental appropriations. There is much work to be done and as always I encourage all employees to become involved in educating stakeholders and marketing our needs.

I was recently asked why it is so difficult to convince legislators of the necessity to fund the Department's basic needs. Basic needs not only include increased costs for utilities, fuel, food, clothing and medicines, but also salaries and associated benefit costs. It is not difficult to understand these needs but what is difficult for those outside our business to understand, is that our total offender count continues to increase. As of this writing our net offender increase compared to this exact time last year is 665. Funding must

or, at least should, follow this net increase. When funding does not follow, the Department is forced to request a supplemental. Even though inmate increases receive the most media attention, we must not forget the increases in probation cases.

Funding corrections has never been popular, as many feel that we are in competition for appropriated dollars with education and other government provided resources. This has never been the case. Funding corrections is not popular because many do not feel offenders should receive the care we provide them. Medical services are a good example of this. Yes, some offenders will receive medical services they may not have received if they were a citizen without insurance or other resources. However, what must be remembered is that an offender is 100% under the jurisdiction of the State of Oklahoma once they are incarcerated. The level of care is dictated by state and federal requirements. What people need to understand is when you underfund corrections because it is not popular or you have issues with the level of care and treatment, the offender will continue to receive the same level of care because that is the law. What

does happen is our employees are the ones who have to make sacrifices as we cut budgets, reduce staffing levels, etc., so that mandated level of care can be maintained and we do not go under federal court intervention again. So it is paramount that we communicate to others that it is the employees who bear the brunt of underfunding, not offenders.

So we continue this vicious cycle of requesting a supplemental, increasing the backup in county jails, expanding private and county jail contacts, expanding employee vacancy levels, and doing without. However, at some point we exhaust all our options and that time is quickly approaching. There is a belief that an agency such as ours, with a budget over 400 million, should be able to absorb such increases...not true! It is just the contrary. A good example is when there is a pay raise; funding for the corresponding increase in the Department's retirement contribution and other required increases are rarely funded. This is particularly detrimental to the Department which is the second largest state agency. Simply put, a one percent increase absorbed causes cost cuts in other areas. We address increased costs with no funding by

In Other Words

having one correctional officer work three housing units and rotate between three empty control rooms. There are many other examples on how we have made adjustments to compensate for lack of proper funding.

There was a belief 10 years ago, with advent of private prisons, that Oklahoma's offender growth was a passing phenomenon; therefore if we built new prisons, they would eventually stand empty. Maybe this thought is still present today. How else can you explain no funding forthcoming to expand the Department's inmate housing needs? There is a belief that Drug Courts will drastically reduce our prison population. I hope this is true; however there appears to be no current impact. On the bright side, one might look at the glass half full and view the impact of Drug Courts as slowing down prison growth, but not replacing it. The same could be said for community sentencing. The impact may not be seen for a few more years. These programs also come with a price as more probation and parole officers will be needed and corresponding treatment dollars for those offenders who relapse.

The Department has two budget proposals that involve building two major inmate housing expansions. One is a 750 bed maximum security add-on and the other is a 1400 bed medium security stand alone. The best time to build these was five years ago and the second best time is now. The need to build prisons brings the Oklahoma incarceration rate to the forefront. When this occurs dialogue increases about what should be done and/or what corrections should be doing or doing more of.

You probably have heard rhetoric concerning faith based prison treatment programs, reintegration and a host of other current topics on our profession. There are several pieces of legislation on these topics this year. All have a place in our operation and like drug treatment, will have a positive impact on future recidivism rates. They should receive funding, but unlike what we have been forced to do with offender increases, we should not have to increase employee vacancies, etc., to support them.



*Randy Workman, Warden
LARC*

Ronald McDonald House Charities would like to thank you for your donation of pull-tabs. It is generosity like yours that makes it possible for us to maintain a home away from home for families of ill children receiving medical treatment in the Oklahoma City area.

This year we have opened our doors to the parents of tiny, premature infants and to expectant mothers who are at extreme risk of complications in delivery. We have also provided many comforts of home to families of children who are awaiting an organ donation or recovering from a transplant, surgery or cancer treatment.

These families face an enormous emotional strain away from home, family and friends. Often, there is the stress of lost wages and mounting medical costs. Please know that your generosity contributes to the relief, peace and quality of life for these families and their children. Thank you for your support.

*Herb Gilkey, Executive Director
Sharon Frame, Pull-Tab Volunteer*

*Randy Workman, Warden
LARC*

Heartfelt thanks to you for allowing Lee Fairchild to participate in the Soul Food Festival hosted by the Grace Living Center Northeast on Friday, February 17th.

Lee and pet therapy dog Prince were definitely one of the many main attractions at this heavily populated event. Both the young and the elderly were held captive with a series of tricks performed by Prince and his beloved master.

Lee and Prince were very comfortable mingling with the variety of folks who were in attendance - ranging from the residents, the residents' families and friends, staff, and people from the community. It was a fun-filled day filled with feasting on the multitude of delectable food items, dancing, laughing, and just enjoying the camaraderie of the day's events.

As usual Lee and Prince brought with them a warmth and presence that made the day oh so special.

*Julie Williams, Volunteer Coordinator
Good Shepherd Hospice*



Don Leon Frech



Alice Gillispie



Domic Antwon King

2005 Correctional Supervisor

2005 Probation/Parole Officer

2005 Correctional Officer

The Oklahoma Department of Corrections salutes **Don Leon Frech**, Correctional Security Manager I, at the James Crabtree Correctional Center, Helena Oklahoma, as the 2005 Correctional Officer Supervisor of the Year.

Lieutenant Frech began his career with the Oklahoma Department of Corrections at James Crabtree Correctional Center in 1988. Prior to his promotion to Correctional Security Manager I, he held the positions of Correctional Officer, Sergeant and Correctional Counselor.

Lieutenant Frech's supervisors cite that he leads by example and strives to develop staff to their full potential. He is an excellent firearms instructor who has helped many average shooters become expert shooters. He has also served as the facility's sniper.

Don is the son of Dennis and Jan Frech of Aline, and grandson of Margaret Frech of Helena and Rufus Parker of Fairview. Don and his wife of 18 years, Katryna, have five children: Kasya 17, Kendra 15, Kaytlynn 9, Braydon 5 and Camdon 5. Don graduated from Helena High School and has a degree in Criminal Justice and Ethics from Mid America Christian University.

Lieutenant Frech holds the respect of the staff,

inmates and the community where he serves as Fire Chief of the Helena Volunteer Fire Department and an EMT for the Helena Ambulance Service. He is also a Reserve Police Officer for the City of Fairview.

Don is an avid outdoorsman, enjoying hunting, fishing, and camping. He also enjoys volunteering his time at the Timberlake High School drama class, building props for their school plays.

While honored to receive this recognition, he believes it is a greater honor for James Crabtree Correctional Center and the type of leadership they have. He credits Paul Lester, his first captain, Ed Evans and Eric Franklin (former wardens) as being very positive influences and demonstrating qualities of good supervisors. When asked what he thought made a good supervisor, he stated, "someone who is willing to listen, willing to work side by side with the officers, not asking them to do something you would not do." He believes "you have to care for the individual and care about their personal problems as well as their correctional problems." He also gets a great deal of satisfaction dealing with the inmate population. He states, "It is a great feeling to help make a difference in their lives. If you can change one person's life, you have made a contribution. There

is a lot more to the job than just putting in your eight hours." He also believes that his involvement in the community helps to give him balance and makes him a better employee at the facility.

Alice Gillispie, Probation and Parole Officer II, Tulsa County District Community Corrections has been named 2005 Probation and Parole Officer of the Year. Officer Gillispie began her career with the Oklahoma Department of Corrections in September 2002, and was named "Rookie of the Year."

During Officer Gillispie's tenure with the Department of Corrections, she has supervised a Hispanic caseload, as well as completing Spanish pre-sentence investigations for Spanish speaking offenders, and translating DOC forms into Spanish. Officer Gillispie has attended monthly gang meetings in order to stay current with Hispanic gang activity and is a member of the East Tulsa Prevention Coalition. In December 2005, she assisted the Tulsa Police Department's Academy with Spanish speaking domestic exercises. Officer Gillispie is a member of the Affirmative Action Committee and recently took over a Drug Court caseload.

Officer Gillispie's service to her community is evidenced by volunteering every Friday to deliver Meals

Board of Corrections Chair

Robert Lee Rainey has served as Chairman of the Board of Corrections since July, 2005. He is a founding partner of the Oklahoma City law firm of Rainey, Goodwin, Mee & Martin, L.L.P. practicing in the areas of general and commercial litigation, business succession planning, employment, and personal injury. He has also served previously as Assistant General Counsel to the Small Business Administration, and as Special Assistant United States Attorney. Besides being appointed to the Oklahoma Board of Corrections, he was also appointed to the State Insurance Fund Task Force.

Rainey received his undergraduate degree in Political Science from Brigham Young University. He also attended Oklahoma State University. He received his law degree from the University of Oklahoma College of Law and attended Oxford University, Queen's College, Oxford, England under Oxford University's Law Studies Program.

He has been active in the community as evidenced by serving on various boards, commissions and associations, including the Edmond Association for the Developmentally Disabled, the Deer Creek Schools Enrichment Foundation, and the Diocesan Commission on Prison Ministry. He has also served as President of the Oklahoma Falconers Association for two years as he continues his involvement in his childhood hobby of falconry.

Rainey and his wife, Carilyn, have three daughters, Sarah, Amanda, and Robin and reside in Edmond, Oklahoma.



on Wheels. She received special recognition in 2004 for working with the Hispanic community. Officer Gillispie was nominated as the 4th quarter Employee-of-the-Quarter for Tulsa County District Community Corrections in 2005. She is currently attending Oklahoma State University's Master's Program in International Studies in order to further her career. Her future plan is to join the Peace Corps. Officer Gillispie is an excellent mentor and role model for new officers. Her willingness to take on extra duties makes her an asset to the Department of Corrections and Tulsa County District Community Corrections.

Alice graduated from Jenks High School, attended Cottey College in Missouri, and graduated from Tulsa University in 2002 with a degree in Anthropology and Spanish. She currently lives in Broken Arrow with her husband.

Alice became interested in becoming a probation and parole officer after talking to Carl Wilks, a former officer with the Department who encouraged her to apply. After she was hired, she credits Ernie Schneider, her first team supervisor as having the greatest influence on her career. She stated "he taught me what I needed to know to do the job and to listen to the officers who had been doing the job for a long time." She states that contact with the offenders is the most rewarding part of the job, particularly when they

make positive changes in their lives. She also stated the frustrating part of the job is when you get involved with an offender and then they fail.

She stated that being named Probation and Parole Officer of the Year was an honor and it is nice to know that hard work pays off and you don't have to promote yourself.

Alice is keeping her options for the future open as both she and her husband are working on their masters degree, with his being in International Business. The possibility of working in another country may present itself in the future and she believes she would enjoy that opportunity.

Dominic Antwon King, Correctional Security Officer II of the Lawton Community Corrections Center, Lawton, Oklahoma has been named 2005 Correctional Officer of the Year.

Officer King began his career with the Oklahoma Department of Corrections at the Lawton Community Corrections Center on February 28, 2005. During this short time, Officer King proposed and implemented a new property inventory form used within the facility as a monthly report to ensure inmates' property is handled within policy. He also proposed and implemented a monthly misconduct form to track misconducts by category.

Officer King is self-motivated and performs assigned duties in a professional manner with a positive attitude. He is dedicated and punctual, and is always willing to fill in on any shift without complaint. Officer King exhibits a high degree of integrity and his initiative, dedication and commitment to task sets an outstanding example.

Dominic was born and raised in Dallas, Texas. He graduated from Irving High School. Five years ago he moved to Chickasha where his grandmother who raised him was living. He has been married for two years and he and his wife still reside in Chickasha. He owned and operated his own business for a period of time. A friend who worked in corrections suggested he take the merit system test for a job with the Oklahoma Department of Corrections. A correctional officer position opened at the Lawton Community Correctional Center and he was hired.

He stated being recognized as Correctional Officer of the Year was not something he expected. He is honored and it means a lot to him. He states the most enjoyable part of his job is working with a special group of people at the Lawton facility who are encouraging and professional. He wants to continue with corrections as a career. He is also interested in becoming a minister and is attending college to accomplish this goal.

by Karen White and Ann Toyer

Sex Offender Management Conference

February 21 - 22, 2006

Reed Conference Center, Midwest City, Oklahoma

For the past five years, the Oklahoma Department of Corrections has been the recipient of sex offender specific training funded by the U.S. Department of Justice, Office of Justice Programs, and Bureau of Justice Assistance. February 21-22, 2006, the agency and the Center for Sex Offender Management (CSOM) co-sponsored training on sex offender management and reentry at the Reed Conference Center, in Midwest City. The Department of Corrections and community stakeholders are partnering a collaborative advisory board, the Oklahoma Sex Offender Management Team, to facilitate ongoing training initiatives.

This advisory board consults with CSOM to advise

the agency and advocate for the development of effective policies and practices assist in the identification, process, supervision and treatment of sex offenders throughout the criminal justice system.

The goal for this year's training was to build upon the ongoing efforts in Oklahoma to implement a more consistent, coordinated, collaborative and effective approach to managing adult sex offenders. Over 200 people attended this conference which included a broad spectrum of participants. At this conference, the attendees had access to national trainers in the field of sex offender management.

Other conference highlights included specialized

assessments, programming, supervision, collaboration, case management and secondary trauma issues.

The Oklahoma Department of Corrections has approximately 2,645 incarcerated and 935 community supervised sex offenders. A continuum of specialized services and public education is required to effectively manage this population and prevent future victimization.

Community safety involves the collaboration of resources and intellect. The Oklahoma Sex Offender Management Team in collaboration with CSOM is committed to public safety through education, training and prevention.

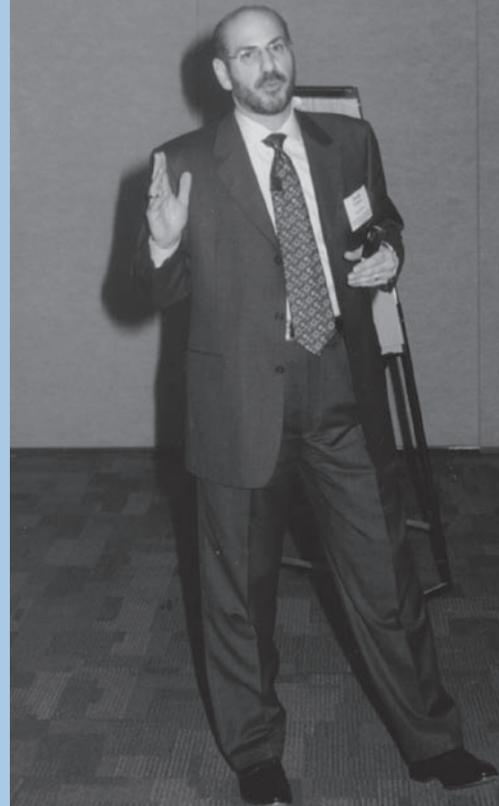
*Trudy Gregorie, Director
Justice Solutions, Inc.*

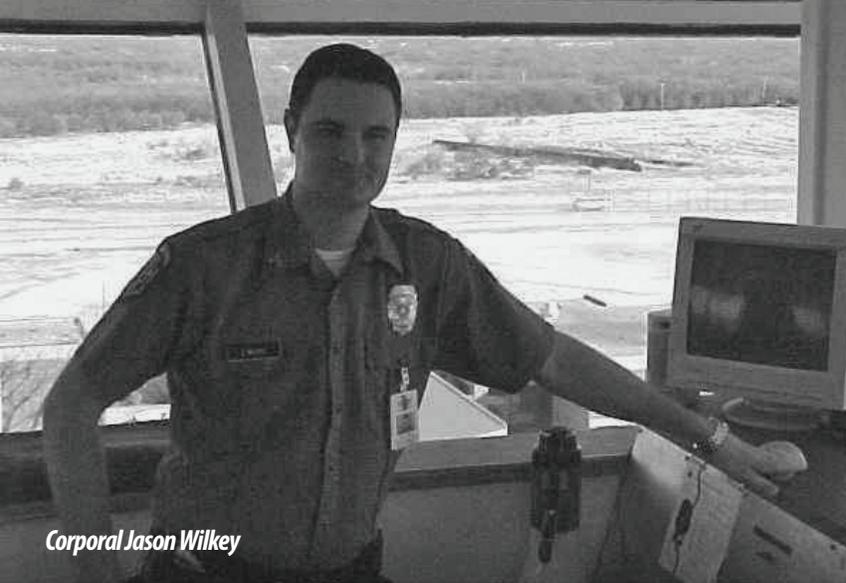


Participants were provided an overview of the key components of effective sex offender management and reentry, which included:

- Key concepts and data in the field of sex offender management and reentry;
- A national and statewide perspective on sex offenders and their victims;
- A forum where participants could discuss with their colleagues the key components of effective sex offender reentry;
- Enhance understanding of the impact of sexual abuse on victims and the importance of a victim-centered approach in the reentry process;
- Highlights of the key principles of effective collaboration and its importance in sex offender management and reentry;
- A national overview of sex offender registration and notification;
- An opportunity to explore a number of special topics in sex offender management and reentry in more depth.

*David D'Amora, Director of Special Services,
The Center for Treatment of Problem Sexual Behavior*





Corporal Jason Wilkey



Corporal Mark McDowell

by Pat Foreman

Who's Got Your Back

This is the second article to feature the Tower Officers of the Oklahoma Department of Corrections. All of us need to remember these officers and the job they do to keep our facilities and staff safe. The officers who man the towers are a large part of our correctional staff that go unnoticed, until they are needed. So, Tower Officers, please accept our gratitude for a job well done!

Jason Wilkey, CSO III from Joseph Harp Correctional Center began his employment on April 20, 1998. He recently returned to JHCC as the tower officer after being assigned to Lindsay Municipal Hospital for the past 3 years. Jason has a 3-year old son and a new baby girl born on August 11, 2005. Cpl. Wilkey is a 4-wheel drive off road enthusiast. He has been a C.E.R.T. member for the past 5 years and looks forward to a rewarding career with the Department of Corrections.

Corporal Mark McDowell was in the 6th grade when his bicycle was stolen at school in Altus. He found the stripped bike at another kid's house, called the police; the police took the culprit into custody. Mark decided right then to become a highway patrolman. His favorite teacher in the 6th grade, Mr. Hawthorne, encouraged him to follow that dream. Although the bike was destroyed, the police made the culprit buy a new bike. The culprit was an inmate Corporal McDowell recognized when he arrived at OSR.

Corporal McDowell has served the State of Oklahoma and the Oklahoma Department of Corrections for eleven years, since he was hired in July 1994. Through this time at OSR, he has worked under six wardens and five directors. Corporal McDowell has seen OSR's yard transition from an open medium to a maximum security facility. McDowell had an interesting start to his career; he arrived at OSR from the training academy the day inmate Dial escaped. He was directed to pack Dial's property from the workshop at the Parker's residence. Corporal McDowell transferred from OSR in May 1995 to Altus Community Work Center, later transferring from there in January 2000 to Hollis Community Work Center for four months while that facility was short staffed. He then transferred back to OSR in September 2000. In 2004, he was chosen to serve on a special ODOC Committee

to determine the caliber of firearms necessary for posts on towers. Corporal McDowell has worked all posts at OSR, and been assigned to all shifts during his career. He has also served the community as a police dispatcher for City of Granite for a year and half.

Corporal McDowell says he enjoys working in the towers; in fact, he volunteers for the towers. He likes working outdoors and believes that this post is one of the most important at the facility, protecting other peoples' lives, staff and inmates both. McDowell has had several incidents in which he was almost required to fire his weapons. Displaying the weapon and racking the shotgun on the run did stop the incidents from escalating. Additionally, Corporal McDowell states that he watches people for dropping contraband outside the facility, keeping foremost in mind that danger can come from outside as well as inside a facility.

McDowell tells us the tower posts are not boring in the least. McDowell believes that the towers are one of the most important assignments at a facility. These officers are the eyes and ears for storms, weather, traffic, people entering and exiting facility, preventing escapes, as well as all other activities within view. Towers also authorize and provide ingress and egress from facility for people as well as vehicles.

Before coming to work for DOC, Mark McDowell served 21 years in the U.S. Navy from 1972 to 1993. McDowell was a firearms instructor in the Navy, Military Police. While in the Navy, as a secondary employment, Mark attended City of San Francisco Police Academy and served as a Police Officer for one year.

Corporal McDowell met his wife in Naples, Italy, where she was a Commu-
(Continued on page 19)

Legal Services

Are You Being Sued?

Lawsuit. That simple word has the power to strike varying degrees of angst within most people. Those of us who work in the department are aware that at any given time, or on an inmate's whim, we may be named party to litigation. In addition, the question is always asked in training, "Can I be sued if. . . ." The answer to that question is always yes. Employees new to the department can sometimes be intimidated by the thought that they can be sued just for "doing their job."

At one point in time it was much easier for the inmate to exercise his whims within the judicial system, filing petition after petition alleging violation of his civil rights. There are classic examples that reside among the folklore of the department of the "I'm gonna get you" lawsuits that have been filed throughout the years, such as the suit whereby an inmate sued the facility because the canteen carried only creamy peanut butter, not the crunchy type to which the inmate felt entitled. Another classic case involved the male inmate who sued the facility for not allowing him to purchase and wear women's underwear.

Ron Anderson, Assistant General Counsel, states the most prevalent examples of current frivolous litigation filed in Oklahoma are the cases wherein inmates are suing for the right to smoke in facilities. In every case, the courts have ruled that the plaintiff does not have the right to smoke in our facilities and have ruled the petition as frivolous.

Although the Oklahoma state courts have not ruled favorably for the inmate in instances such as these, cases of this nature clog up court dockets and cost taxpayers and the department money. According to the January 2002 Bureau of Justice Statistics Special Report, the number of prisoner civil rights petitions filed by Federal and State inmates in U.S. district courts increased from 12,998 in 1980 to a high of 41,679 in 1995. Dubbed "frivolous," the increasing numbers of these types of cases filed within the federal court system resulted in lawmakers taking a hard look at the types and numbers of lawsuits that were being filed.

Enacted in 1996, the Federal Prison Litigation Reform Act (PLRA), was designed to reduce the number of petitions filed by inmates claiming civil rights violations by requiring inmates to exhaust all administrative remedies prior to filing a case in Federal court. Additionally, petitioners filing in forma

pauperis (in the character or manner of a pauper; describes permission given to a poor person, i.e., indigent, to proceed without liability for court fees or costs) were required to pay applicable filing fees and court costs from existing assets or trust fund accounts. If a petitioner had filed three prior petitions that had been dismissed as being frivolous or malicious ("three strikes"), the petitioner was required to pay the entire filing fee up front before the petition would be allowed to proceed.

The Bureau of Justice Statistics Special Report indicates almost immediately following enactment of the PLRA, the number of civil rights petitions filed by State inmates substantially declined, decreasing from an average of 3.2 petitions filed per 1,000 inmates per month to 1.9 per 1,000 inmates. Even though the decrease in filing rate was offset by the increase in the State prison population, an estimated 19,000 fewer civil rights petitions were filed by State inmates during Federal fiscal year 2000.

As the PLRA is relevant to Federally filed petitions, Oklahoma has subsequently followed with similar legislation passed in 2001. House Bill 2416 amended O.S. § 57-566 and O.S. § 57-566.1 and created O.S. § 57-566.3. The statute provides that the inmate's petition may be dismissed if all administrative and statutory remedies available to the inmate have not been exhausted, or if the court determines the action is frivolous or malicious. If the court determines the action is frivolous or malicious, the court may:

- award attorney fees and actual costs (not to exceed \$2,500) to the defendant
- award court costs (not to exceed \$500) to the defendant
- order DOC to revoke permission for the inmate to possess nonessential personal property, including but not limited to, televisions, radios, stereos, or tape recorders
- impose a civil sanction in an amount not to exceed \$1,000
- impose a monetary judgment against the inmate not to exceed \$500 to be paid to each named defendant.
- order DOC to revoke up to 720 earned credits accrued by the inmate in any case in which the inmate submits a frivolous or malicious claim, or one that is intended solely or primarily for delay to harass the party filed against, or testifies falsely or otherwise presents false evidence or information to the court in depositions or in a notarized statement to the court or commits a fraud upon the court..



(Back Row L-R: Ron Anderson, Michele Minietta, Gary Elliott, Front Row L-R: Richard Kirby, and Mike Oakley.)

Any award of attorney fees or costs, or the imposition of a sanction shall serve as a judgment against the inmate and DOC is allowed to take up to 80% of the inmate's non-mandatory savings per month until the judgment is paid.

If an inmate files an in forma pauperis petition, the court will determine the authenticity of the petition. If it is found the inmate has sufficient funds, the inmate must pay the required costs before the action may commence. If the inmate does not have enough funds to cover the entire amount, his trust fund deposits will be reviewed for the past six months and 20% of the total deposits will be assessed for a first-time payment. They will continue collecting until it is fully paid. If the inmate fails to pay fees and costs assessed by the court and it is determined the inmate had funds available but did not pay, the court may dismiss the action. If the court finds the inmate is without funds, the case may proceed but the court will assess costs against the inmate and establish a payment schedule.

House Bill 2416 dictated that the inmate must exhaust all administrative remedies prior to filing in court. Once the administrative remedies are exhausted, the inmate must file his petition to the court within 180 days after the final decision is issued from DOC.

An additional deterrent to frivolous litigation included in House Bill 2416 is an amendment stating any settlement awarded an inmate while incarcerated will be placed in the inmate's draw account (less 20% to mandatory savings) and DOC will settle any of the inmate's outstanding debts such as child support, fines, restitution, etc. prior to the inmate being allowed access to the awarded funds.

Mr. Anderson feels the law is an effective tool for reducing petitions filed in State courts, but states it is too early to determine the impact of House Bill 2416 within any degree of certainty, indicating the numbers may slightly

(Continued on page 12)

(Legal Services continued from page 11)

increase in the initial few years since petitions that would previously have been filed at the federal level may be trickling down to our state judicial system. Statistics seem to be proving Mr. Anderson's theory correct, in that the year prior to the introduction of state legislation, 1999, 244 petitions were filed by Oklahoma inmates in state courts. The number increased to 278 in 2002, the year after state legislation was introduced.

In 2005, O.S. §57-546.1 was adopted that directed inmates to file a petition with the local state court for judicial review of disciplinary proceedings that resulted in the revocation of earned credits, instead of federal court. The inmate must first have exhausted all administrative remedies, file the petition within ninety days of the date the petitioner is notified of the final disposition by DOC, and may name only the department of corrections as the respondent. The judicial review allows for no recovery of costs and fees, and provides that frivolous petitions are subject to the sanctions allowed by law.

Department policy, OP-110245, "Provision of Legal Services," exists to assist the employee with legal representation, when properly requested, by either the Attorney General's office, the Legal Division, or by private counsel paid for by the department at the discretion of the department. If you are named as a party to litigation, you will need to request representation by completion, in a timely manner, of the forms attached to the policy. For additional information regarding provision of legal services to DOC employees, OP-110425 can be accessed through the department's website.

Implementation of the state statutes cited in this article have reduced the chances of you being named as a party to litigation; existing department policy allows for representation should you be named in litigation. However, according to Assistant General Counsel Ron Anderson, if you conduct yourself in a professional manner while on duty, follow policies established by the department, ensure you maintain complete and proper documentation of your work product, and ensure your documentation is easily retrievable, your only concern should be that the inmate has spelled your name correctly!

Taking the Polar Plunge

Damon Wilbur, JHCC case manager, takes the plunge during the annual Polar Plunge at the Bass Pro Shop. This event took place on February 4 and even though the sun was shining, it was bitterly cold, plus ice was added to the pool! JHCC staff participates in many Law Enforcement Torch Run fundraisers that benefit Special Olympics. This one raised over \$7,000.

Way to go **Damon Wilbur!**



OKLAHOMA DEPARTMENT OF CORRECTIONS



Cindy Hendrix

Cindy Hendrix

Deputy Warden
Howard McLeod CC

*Who would
have thought...*

*...that this little sweetie
would grow up to be a deputy
warden?*



(Members of the Northeast High School Choir performing music for the Black History Program.)

by Lenora A. Cooks-Hudson

Black History Program

February 24, 2006

Hillside Community Corrections Center, Oklahoma City, Oklahoma

The Oklahoma Chapter of the National Association of Blacks in Criminal Justice served as host for the Black History Program held February 24, 2006 at Hillside Community Corrections Center, Oklahoma City. Lenora A. Cooks-Hudson, Chapter President served as mistress of ceremony for the program.

The theme was entitled: A Salute to Our Heritage, "When will the color of our skin no longer define our character?"

Director Jones welcomed those in attendance to the program. He stated that he agreed with the statement made by actor Morgan Freeman stating Black History shouldn't be recognized for a brief period of one month out of the year but it should be a life long, everyday celebration based on the significance and importance of the event. Director Jones also gave a brief history quiz to all that he came in contact with. One question he asked was: Who is a nationally known

African American from Oklahoma?

The keynote speaker was the Honorable Senator Connie Johnson, who spoke about the importance of Black History not just to be celebrated during the designated month of February but everyday all year long. Senator Johnson said our children need to know their history and the importance of continuing to stand for justice for all mankind. She encouraged everyone eighteen years and older who has not registered to vote to do so because voting has the greatest impacts for change. She further stated that jurors are picked from those registered to vote.

Senator Johnson, also shared legislative issues that were of great concern to her, for example, one being benefits for grandparents raising their grandchildren.

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“Quality is never an accident; it is always the result of high intention, sincere effort, intelligent direction and skillful execution; it represents the wise choice of many alternatives.” ~William A. Foster



Corrections Quality Assurance

Promoting Quality Results-Driven Operations, Programs, and Services to Effectively Meet the Needs of the Public, Employees, and Offenders

Creating the Unit

The agency's overriding goal is to create an organizational philosophy and culture of continuous improvement and results-driven performance at every level in the organization. Toward this end, agency leadership will begin laying the foundation for the future at an upcoming meeting through a guided discussion to formalize an organizational philosophy, which includes a purpose, vision/mission, core values, roles, goals, and guiding principles. It is also anticipated this effort will result in defined elements that describe the agency's actions that will demonstrate continuous improvement and progress toward stated goals and achievement of the stated purpose.

At the operational level, January 17, 2006, marked the agency's launch of a new endeavor—creation of a Corrections Quality Assurance Unit.

Conducting the Research

As with any new endeavor, the first step was to conduct the research. Quality Assurance staff began by viewing a 3-hour satellite broadcast from the National Institute of Corrections entitled “Better Corrections Through Information.” Follow-up discussions were held with Dr. Jeannie Stinchcomb, one of the panelists who participated in the broadcast.

Discussions were also held with the Iowa Department of Corrections, an agency that formalized its approach to performance measurement and developed processes for the regular review of performance results by department leadership in response to Iowa's Accountable Government Act. Iowa's efforts subsequently resulted in a significant amount of cost savings to the Department of Corrections.

Additionally, quality improvement/performance management documents produced by the Florida Department of Juvenile Justice as well as a master plan for continuous quality improvement produced by the Nebraska Department of Correctional Services were reviewed.

Discussions were held with Dr. John Eggers, Correctional Program Specialist, with the National Institute of Corrections, and Charles Kehoe, past-president of the American Correctional Association.

The Malcolm Baldrige National Quality Program criteria were reviewed, and research regarding quality methodologies and tools was conducted.

Further learning will continue through a technical assistance grant which was requested and awarded by the National Institute of Corrections. Dr. John Eggers, Correctional Program Specialist with the National Institute of Corrections, will be providing training in quality awareness, process improvement teams, meeting management, process improvement tools and techniques, and the six step problem solving process for upper managers

during their March 27-28, 2006, meeting. Through the technical assistance grant, the National Institute of Corrections may also provide training on evidence-based practices in the future.

Developing the Organizational Review Process

Through its approval of Policy Statement P-010600, the Board of Corrections directed the department to establish a system for the continuous review and evaluation of operational, programmatic, and functional areas operated by the department or by a provider under contract with the department.

A Business Plan outlining, in broad terms, the agency's proposed organizational review process designed to meet these goals, was developed and submitted to the Board of Corrections on January 26, 2006. The Business Plan included a comprehensive listing of the agency's core operations (a copy is available on the agency's web site at <http://www.doc.state.ok.us/Quality/goals.htm>).

The organizational review process is the primary component of the overall quality assurance system and is an examination of processes and not people.

The organizational review process provides an opportunity to take a fresh look at **WHAT WE DO, WHY WE DO IT, HOW WE DO IT, and HOW WE CAN IMPROVE.**

The two areas identified as pilots for the first organizational reviews are Employee Assistance and Volunteer Services. These areas were selected as pilots

The policy statement established the following goals for the Corrections Quality Assurance System:

- Ensure accurate and timely information and recommendations are provided to stakeholders so that organizational resources may be better allocated to meet organizational performance outcomes;
- Ensure accurate and timely information and recommendations are provided to stakeholders about the efficiency and effectiveness of operations, programs, and functions in meeting established performance outcomes so that the quality of such efforts may be compared and proactive improvements made on a continuous basis, training needs identified and addressed, and so that efforts not found to be efficient and effective may be modified, streamlined, or eliminated; and
- Ensure a system of accountability is provided so that quality (best-practice) results-driven programs and services are created and delivered to meet the needs of the public, the employees, and the offenders.

because they are relatively small units to review but they have significant agency-wide impact.

The Organizational Review Process kicked off on February 8-9, 2006, when meetings were held with a representative from each area under review (Curtis Gilley for Employee Assistance and Leo Brown for Volunteer Services) to explain the process and begin the information gathering phase.

Gathering Information

This provided the site representatives an opportunity to communicate sufficient information about their operations such that the organizational review panels, whose members may or may not be familiar with the agency and its operations, have a clear understanding of the operation under review.

Additionally, a workforce survey was included in the information gathering phase. Each employee of the area under review, including the site representative, was asked to respond to key questions such as:

- What are your duties and responsibilities including percentage of time spent and frequency?
- What linkages exist between these duties and responsibilities and those performed by others in the unit or agency?
- Do you know what is expected of you at work?
- Do you have the materials and equipment you need to do what you do best every day?

The workforce survey also included the 12 questions referenced in the book, *First, Break All the Rules*, by Marcus Buckingham and Curt Coffman, as those questions are needed to assess workforce strength.

The workforce survey provides the panel the opportunity to review duties and responsibilities, linkages to other areas internal and external to the area under review, as well as span of control and supervision issues.

Employees were also asked to identify specific process improvements he or she would recommend in an effort to better allocate human and/or fiscal resources, improve the efficiency and effectiveness of operations, and ensure quality (best-practice) results-driven programs and services are created and delivered to better fulfill the agency's vision and mission.

Site representatives from each area under review were asked to provide the following information:

- Position Budgeting Report
- Organizational Chart
- Breakdown of Personnel and Operating Budgets
- Performance Appraisals for Employees
- Management Reports

In an effort to ensure the organizational review panels received input from the site representatives, the site representatives were also asked to respond to key questions such as:

- What is the value of the operation to the agency?
- What is the value of the operation to the public?
- What requirements exist?
- Who are the stakeholders?
- What are the inputs and outputs?
- What measurements currently exist?
- What are the desired outcomes?

These survey questions were included so that every employee in the area under review would have the opportunity for input into the panel's understanding of the operation as well as the opportunity to make specific suggestions for improvement of their work area and operation.

Scanning the Environment

It was also important to examine practices outside the organization to identify any that might present promising improvement opportunities for the agency.

In an effort to gather benchmark information, a customized survey was developed for each site under review.

For example, questions from the benchmark volunteer survey included:

- Does your organization utilize nonpaid citizen volunteers and/or student interns?
- If so, what duties and responsibilities may these volunteers perform?
- What type of training do you provide (curriculum topics, number of hours, frequency)?
- How do you recognize and show appreciation to volunteers?
- How do you handle disciplinary actions?
- What are the expected performance outcomes for your volunteer program?
- What performance measures are utilized?

The benchmark survey was distributed to nine Oklahoma State Agencies; six state Departments of Corrections in contiguous states; the Federal Bureau of Prisons; private companies in Oklahoma; and list serves/associations for various functional groups.

In an effort to seek feedback from internal stakeholders, a customized survey for each area under review was developed and distributed to upper managers system wide.

Further, because volunteers were considered to be a primary stakeholder to the Volunteer Services review, a customized survey was developed and distributed to volunteers statewide. Over 700 responses were received and summarized for panel review.

Establishing the Review Panels

Organizational review panels composed of internal and external stakeholders with subject matter expertise in the area under review were established.

For example, the organizational review panel for the Volunteer Services area includes Karen Jacobs, Coordinator, Department of Human Services Office of Volunteerism; Brad Yarbrough, Director of the Office of Faith Based and Community Initiatives; Major Connie Morris, Salvation Army Arkansas/Oklahoma Division; and Debbie Boyer, Corrections Quality Assurance Administrator.

The organizational review panel for Employee Assistance includes Robert Dennis, Employee Assistance Program Coordinator, Department of Health; Robert Stevens, State of Oklahoma Employee Assistance Program Coordinator, Office of Personnel Management; and Ms. Boyer.

Due to the very short timeframes--two assessments are planned for completion by mid-May 2006--and the significant amount of information

(Continued on page 16)

“Benchmarking is defined as the process of identifying, understanding, and adapting outstanding practices from organizations anywhere in the world to help your organization improve its performance. It is a highly respected practice in the business world—an activity that looks outward to find best practice and high performance and then measures actual business operations against those goals.”

(Source: Benchmark Exchange)

(Quality Assurance continued from page 16)

that must be covered, as well as the work that must be accomplished, a meeting facilitator and process guide was needed. Employee Training and Development Center Academy Training Manager, Robert Dibble, agreed to assist the panels in this role.

Reviewing the Information

The organizational review panels met on March 10, 2006.

The panels were provided a PowerPoint presentation about the organizational review process as well as a binder of information collected from each area under review and summarized survey results.

During follow-up discussions, the panels may decide that additional information is needed from staff and may interview staff further. If so, Quality Assurance staff will coordinate that process.

Mapping the “As Is” State

At their next meetings, the organizational review panels will map the steps/activities that occur in each major process identified for the area under review. For example, in the area of Volunteer Services, one process might be the volunteer application and approval process; another process might be the orientation/training process.

Once the panels have reached consensus on the process steps, the processes will be captured on flow charts.

During this process-mapping meeting, the panels will also identify any questions they may have for their respective site representative. The panels will then meet with the site representatives to ensure they have accurately mapped the processes and to gather any additional information.

Identifying “Quick Wins”

During the mapping process, the panels will look for opportunities for any “quick wins.” For example, are there functions that are “misplaced” and would work more efficiently or fit more appropriately into another area of the organization? Are there functions that are duplicated within the agency or external to the agency? Are there opportunities for immediate process improvements?

Identifying Survey Findings

The organizational review panels will also review the environmental benchmark information gathered as well as the summarized stakeholder survey results and identify and reach consensus on initial “findings.”

A thorough review of this information will assist the panels in formulating any questions they may have for key decision makers.

Meeting with Key Decision Makers to Identify the “Desired” State

Once the panels have finalized their process flow charts and reached consensus on benchmark and stakeholder survey findings, the panels will meet with Director Jones and the appropriate executive staff members to brief them on the findings thus far in the process and get their feedback on desired performance goals and expectations for the area under review.

For example, what do they believe to be the value of the area under review to the agency? To the public? What do they believe is the role and purpose of the area under review? What are their specific expectations for the area under review? Are they interested in particular benchmark trends? What is their “Desired” state for the area under review?

Identifying and Addressing the Gaps

The organizational review panels will then compare the “AS IS” state (WHAT the operation is currently doing and HOW it is doing it) with the “DESIRED” state (WHAT is expected by key decision makers) and identify the GAPS. The team may need to collect additional data.

The organizational review panels will then develop strategies and recommendations to address the gaps or recommend improvements and modifications based on benchmarks.

As a part of this process, the panels will develop performance measures. The panel may consult with the site representative during this process. The panels will meet to develop a process improvement plan (WHAT will be done) and will meet with appropriate stakeholders to develop an implementation plan (HOW it will be done). The plans will include a method for periodic self-assessment as well as agency re-evaluation at scheduled intervals.

Let’s say for example that a process improvement plan requires background investigations be conducted annually on every volunteer and the implementation strategy might be to change policies and procedures to require annual background investigations. The desired outcome is that 100 percent of volunteers will have background investigations completed annually so that action can be taken for anyone who fails. The self-assessment process might include collecting data on the number of background investigations conducted annually (to measure against the 100 percent expectation). This data would be collected by the Volunteer Services office so they can self-assess their progress and make any additional improvements or take action if not achieving the goal. When agency re-evaluation occurs, the data will be readily available to determine if the initial improvement was successful.

Reporting the Findings

Finally, a report of findings, recommendations, and process improvement plans will be submitted to Director Jones for approval. Upon approval, Quality Assurance staff will coordinate process improvement plans with appropriate stakeholders. Quality Assurance staff will also coordinate the follow-up and re-evaluation process according to the implementation plan

Evaluating the Process

At the close of each organizational review process, the organizational review panels and the site representatives for each area under review will be asked to provide feedback on the process just completed so that continuous improvements can be made.

Communicating~Communicating~Communicating

This process is brand new and may change as learning and research continues. Whatever process is used, it is completely understandable that these organizational reviews may create uncertainty or concern among employees. The Quality Assurance Unit's goal is to address employee concerns through open communication. The organizational review process itself was designed with several communication checkpoints to keep the site representative and key leaders informed as to progress.

Additionally, Quality Assurance staff have developed a proposed communication plan and have sought the expertise of the agency's Executive Communications Manager Joyce Jackson, to ensure all avenues of communication are utilized.

The initial communication effort began with a February 6, 2006, advisement to executive staff explaining the proposed process. A PowerPoint presentation was provided to upper management on February 15, 2006. This PowerPoint presentation was also posted on the Quality Assurance web page. A series of newsletter articles, such as this one, are planned as progress continues. A Corrections Quality Assurance web page has also been developed and includes a Communications section where Quality Assurance Bulletins are being posted following issuance via e-mail blast. A Corrections Quality Assurance e-mail "Hotline" (IMPROVEMENTATWORK@DOC.STATE.OK.US) has been established to provide an additional avenue for employees of the area under review to submit confidential feedback and suggestions for improvement directly to the Corrections Quality Assurance office.

Questions, Concerns, Feedback?

If you have any questions, concerns, or feedback, please feel free to contact Debbie Boyer, SPHR, Corrections Quality Assurance Administrator, at 405-962-6083 or debbie.boyer@doc.state.ok.us.

Your support is critical and much appreciated!

Things to Remember

The organizational review effort focuses on process and not people. It is an opportunity for each of us to take a fresh look at agency operations to identify ways the agency can improve and better fulfill the vision and mission.



Volunteer Services Review Panel

(Black History Program continued from page 13)

The music was provided by the Northeast High School choir, under the direction of music teacher Orlando Smith, who also rendered several gospel songs himself, as well as the Black National Anthem.

Several DOC Executive staff participated in a skit entitled: "Who Am I?" Famous African Americans were portrayed and the audience was challenged to guess who they were. The skits were very educational, informative and energizing. District Supervisor Ruby Jones-Cooper won the prize for reciting her role in the skit. Training Officer Charlotte Forh won the "Who Am I" trivia quiz prize for getting the most answers correct. President Lenora Hudson read an inspirational reading entitled: "GOD why did you make me Black?"

There were great door prizes throughout the program, a superb lunch was served immediately following the program, while listening to an array of music played by officers Leon Hawkins and Edwin Barchue.

Special Guests: Board of Corrections Members, City Councilwoman Willa Johnson, The Honorable Connie Johnson; DOC Executive Staff; Wayne Thompson, All of Us or None, Orlando Smith and the NE High School choir and Rev. and Mrs. Norman Barber, St. John Missionary Baptist Church.

I would like to personally thank everyone who played a part in making the program a success. I continue to hear how much everyone enjoyed the program.

Special thanks to: Director Jones, Ted Logan, Reginald Hines, Ruby Jones-Cooper, Joyce Jackson, Pam Ramsey, Orlando Smith and the North East H.S. choir, Shirley Curry, Samuel Terry, Stella Ezugha, Jimmy Green, Leroy Young, Josie Young, Glenroy Hines, Carolyn Rhone, Charlotte Forh, Etta Thomas, Pam Anderson, Sharon Smith, Ruth Littlejohn, Shirley Silvey, Kim Rotelli, Betty Nicholson, Elvin Baum, Peggy Carter, Leslie Fitzhugh, Ed Evans, Phyllis Adams, Hillside Community Corrections Staff and Offenders.

(Pictured below from left to right: Justin Jones, Director, Shirley Curry, Hillside CCC, and Senator Connie Johnson.)



(Pictured above from left to right - Ernest Godlove and Beverly Young, Board of Corrections members.)



NEW APPOINTMENTS CONGRATULATIONS

STEVEN ROMAN

Mabel Bassett Correctional Center Chief of Security effective February 10, 2006.

WILLIAM WARD

John Lilley Correctional Center Chief of Security effective February 21, 2006.

LINDA PARRISH

Administrator of Personnel effective February 13, 2006. Ms. Parrish joined the Department of Corrections in 1976 and has 30 years of experience with the agency.

She has held a variety of positions to include, but not limited to, Typist Clerk III, Secretary, and Warden's Assistant at John Lilley Correctional Center; Administrative Assistant to the Chief of Staff and Operations, Facility Staffing Pattern Analyst, and Human Resources Manager at the Administrations Building in Oklahoma City.

(Who's Got Your Back continued from page 9)

nications Specialist in the Navy. He pulled her over to issue a traffic citation. Later while eating at a restaurant while off duty, she recognized him and thanked him for the ticket. She asked him out for a date. They were married in Naples, Italy.

She honorably discharged from the Navy after the birth of their first daughter. They have two daughters, ages 23 and 21. Both daughters are married (both nurses). Mark has three grandchildren – 2 granddaughters and 1 grandson, ages 5- years, 1- year, and 10 months. All of his family live close by and visit often. Mark's wife is currently a manager for the McDonald's Corporation. They have lived together in Italy, Philippines, Japan, Guam, California, Washington, and Hawaii.

Sergeant Eric Spencer started his Department of Corrections career on June 28, 2001. He has been with the LARC Facility since his first day and has steadily promoted within his 5 years. He is one of L.A.R.C.'s Tower Operators and is rifle qualified; he is also a part of the Lexington Assessment & Reception Center C.E.R.T. Team.



Sergeant Eric Spencer



CADET GRADUATION

The Gene Stipe Correctional Training Academy hosted a graduation ceremony on February 16, 2006 for Correctional Officer Cadet Class W010906. Kameron Harvanek, Deputy Warden, Oklahoma State Penitentiary was the graduation speaker. The 66 cadets in this class successfully completed the required 240 hours of pre-service instruction. Nineteen different facilities ranging in security level from maximum security to community security had students in W010906.

Those cadets receiving awards are as follows:

Todd Jones	Lawton CCC	Academic Award
Corey Smith	BJCC	Academic Award
Donnie Jones	WSKCC	Class Speaker
John P. Sircy II	JHCC	Class Speaker
Robert Grisham	LARC	Outstanding Performance
Nicole Travis	EWCC	Outstanding Performance

The staff of the Gene Stipe Correctional Training Academy would like to commend the Class of W010906 on a job well done and wish them the best of luck in their careers with DOC.

NEW WARDEN

David Parker began his career with the Department of Corrections in 1986 as a correctional officer at James Crabtree Correctional Center. Mr. Parker has served the agency in various positions, regional investigator, regional administrative assistant, administrator of construction and maintenance and administrator of Y2K embedded system task force. Parker was promoted to deputy warden at Joseph Harp Correctional Center in June 2001.

He received a Bachelors of Science degree in Criminal Justice from Northwestern Oklahoma State University in May 1997.

Mr. Parker was officially appointed as warden of James Crabtree Correctional Center April 1, 2006.



March Anniversaries

34 Years		Jimmy M. Sales	CDCCC	Mark A. Jennings	JBCC	Kenneth L. Hill	MBCC
Jerry L. Mayfield	JLCC	Leonard L. Vaughan	HMCC	Jack A. Merchant	WSKCC	Larry D. Turner	JHCC
		Donald W. Watkins	Hollis CWC	Michele Minietta	Legal	Billy D. Pogue	JEHCC
				Brandy O. Page	JCCC	Randy L. Roden	OSP
33 Years		22 Years		Delton R. Putman	JEHCC	Allen L. Williams	OSP
Donice Johnson	Finan/Acctng.	Gail A. Noblin	NOCC	Kevin J. Smith	DCCC		
Jerry Massie	Public Info.	Patrick M. Dankbar	TCDDC	Bill F. Wallace	NEDCC	12 Years	
				James G. Young	WSKCC	Brenda R. Fisher	DCCC
31 Years		21 Years		Darlene G. Hoyt	Training	Joan E. Jones	MACC
Marilyn S. Williams	CDCC	Marty E. Raiburn	MACC	Darryl S. Gandy	EWCC	Glenda J. McClary	DCCC
		Loycene G. Colbert	MBCC	Julie M. Wright	Priv. Pris.	Bob W. Harris	OSP
30 Years		Freddy G. Dove	EWCC	Staci J. Bliss	UCCCC	Dean C. Jimison	EWCC
Vickie A. Eshleman	Com. Sent.	Kenneth Beatty, Sr.	ERO	T.L. Holloway	LARC	Theresa Tipton	EWCC
Linda J. Parrish	Personnel			Jackie L. Perkins	WSKCC	Matthew Scott	DCCC
						Tina M. Winn	WSKCC
29 Years		20 Years				Toni Halferty	Admin. Serv.
Ronald L. Fields	WSKCC	Leola Isbell	CDCC	16 Years			
Mary N. Hicks	EWCC	Richard S. Bolding	OSR	Kathy M. Davis	Finan/Acctng	11 Years	
				Carolyn A. Richard	HMCC	Scott A. Morgan	SEDCC
28 Years		19 Years		Roger L. Smith	JHCC	Carrie L. Morris	DCCC
Jackie D. Lamptey	OKCCC	Shirley A. Burton	SWDCC	Robert A. Wells	KBCCC	Ann M. Tandy	Com. Corr.
Barbara J. Tittle	MCCC	David R. Coley	NOCC	Michael H. Nelson	NOCC	Sandra E. Downing	DCCC
Karen K. Peters	SWDCC	Martin G. Conway	WSKCC	Stephenie R. Abell	ECCC	Robert J. Royal, Jr.	LARC
		Brandon L. Dorris	LARC	Jerald E. Capshaw	MACC	Jamee A. Winzeburg	Proc./Accr.
27 Years		Frank E. Hudson	DCCC	Roger L. Forney	LARC	Jan A. Hutcheson	BJCC
Stephanie A. Keesee	LARC	Vicki A. Lang	NEDCC	Justin J. Humphrey	SEDCC	Jeffrey R. Medlock	OSR
Pamela G. Cooper	JLCC	Michael T. Lillard	Training	Brian F. Kirkes	ERO	Julie L. Walker	NEDCC
Tony R. Marquis	NOCC	George W. Monse	JHCC	Curtis C. Miller	ECCC	Jeffrey W. Carty	WSKCC
		Janice F. Thompson	OCCR	Cloye D. Sanders	MACC	Jimmie D. Hansel	BJCC
26 Years		Michael G. Patterson	EWCC	Gary M. Steelman	JEHCC	Carrie L. Hughes	OSP
Zelma J. Wiley	MBCC	Billy J. Pharaoh	ERO	Janet A. Leeper	Info. Tech.	Charles F. Korff	BJCC
Robert D. Wilson	HMCC					Robert A. Kraft	BJCC
		18 Years		15 Years		Robert D. Marker	ECCC
25 Years		Dick L. Bartley	DCCC	Judith E. Frazier	NEDCC	Vicki M. Schlarb	BJCC
Catherine Brunken	Finan/Acctng	Carl L. Bicknell	HMCC	Reggie D. Green	MACC	Kelly M. Schrock	BJCC
Brenda C. Simpson	OCCRS	Jim W. Cearley	OSP	Adebayo F. Ojekale	DCCC	Brenda D. Williamson	OSP
Jim D. Boston	JEHCC	Tommy J. Fitch	JHCC	Cynthia J. Sutherland	OSP		
Connie M. Barnes	JBCC	Trudi E. Lindsey	OSP			10 Years	
Henry F. Needham	NOCC	Tracy T. McCollum	OSR	14 Years		Betty L. Blessing	OSP
Yvonne C. Olinger	LARC	Lindsay M. Phillips	OKCCCC	Barry K. Dennis	HMCC	Danny J. Bouziden	BJCC
David A. Dionne	JLCC	Sherre L. Sexton	LARC	Donna M. Gilmore	TCDDC	Lisa M. Collins	JLCC
		Jeff W. Woody	SWDCC	Deborah G. McCurdy	MBCC	Ken D. Lively	BJCC
24 Years		Paul K. Yeary	LARC	Larry E. Stone	ECCC	Andy A. Paul	JHCC
Mark A. Carter	Field Operations	Angela J. Nielsen	WSKCC			Marlene J. Swenn	BJCC
Rebekah Lawmaster	Com. Sent.	Cloyce A. Conner, Jr.	OSP	13 Years		Kathryn E. Uptergrove	OSR
Dwight K. Burrow	OSR	Annette M. Fanning	OKCCCC	Rodney D. Angel	Sayre CWC	James D. Wilson	Agri. /WSKCC
Deborah J. Gregg	MCCC	James H. McBane	ECCC	Donald K. Autry	Hobart CWC	Floyd T. Todd	LARC
Robert W. Hadley	NOCC	Kathleen A. Asbury	JHCC	Marvin D. Beck	Davis CWC	Gerlinde H. Jenne	LARC
Sharon L. McCoy	JBCC	Marilyn I. Rains	JHCC	Marilyn L. Brown	JDCC	Janet K. Piersall	JCCC
				Travis L. Cody	OSR		
23 Years		17 Years		Harbey A. Gonzales	OSR		
Barbara N. Lewis	JEHCC	Rodney L. Bronniman	LARC	Nelda J. Sunderland	JCCC		
Bobby G. Craft	OSR	Jerry L. Chrisman	MBCC	Terry D. New	OSR		
Jimmy L. Janway	JEHCC	Tracy Ellis	OSR	Sean E. Simpson	OSR		
Dick Davis	Agri. Serv.	Michael J. Gregg	SEDCC	Dottie K. Street	OSR		
David A. Fleck	UCCCC	Ronald D. Guthrie	JHCC	Thomas B. Brewster	JBCC		
David L. Powell	JDCC	Mary A. Holland-Laird	JDCC	Sandra L. Silks	Comm. Sent.		

April Anniversaries

34 Years

Sharon Neumann Com. Sent.

31 Years

Jesse T. Sutter, Jr. NEOCC
Margaret J. Branch WSKCC

30 Years

Paul L. Preston, Jr. Union City CCC
Charles A. Harris OCI/DCCC

29 Years

Elvin L. Baum Director's Office
Ted L. Miser Agri./LARC

28 Years

Glenda K. Herell JHCC

27 Years

Kenneth L. Standifird Agri./JDCC
Lynne Presley Training
Mary K. Smith Programs
S.L. Norwood-Darko MBCC
Ray G. Booher JLCC

26 Years

Carla A. Martin Com. Sent.

25 Years

James A. Gibson OCI/DCCC
Helen J. Woodall MACC

24 Years

Steven G. Bears DCCC
Laquitta Reynolds Fin. & Acctg.
John B. Antu Agri./JDCC
Roberta Fullerton Treat. & Rehab. Serv.
Vicky M. Goodson LARC
Lori A. Smith Info. Tech.
Wendell L. Williams JLCC

23 Years

Joe K. Thomas JEHCC
David C. Williams OSP
Bonnie L. Yarbrough Sent. Admin.
Mary K. Jackson JCCC
Phillip L. Ross Procurement
P.E. Meadors, Jr. TCDCC
John F. Loomis OCI
Terry L. Alexander JDCC

22 Years

Rebecca L. Bowen JHCC
Brenda C. Brooks OSR
Kerry S. Kendall OSR
Woodrow S. Miller OSR

Damon L. Smoot OSR
Anthony W. Stokes LARC
Michael J. Wade JLCC
Michael D. Gwin LARC
Ken A. Klingler Inst./Class
Charlene S. Bredel JCCC
Cecilia A. Green DCCC
Sheryl D. Brock NOCC
Krista R. Cobb JCCC
Venoy C. Shields HMCC
William A. Taylor EWCC
Eddy L. Walker Agri./OSR
Stephanie G. White JDCC

21 Years

Michael D. Davenport JLCC
John E. Webber ECCC
James W. Bode SWDCC
Elaine B. Calhoun JEHCC
Richard King Info. Tech.

20 Years

Tami R. Grogan Sent. Admin.
Tony B. Rea OSP
Carla M. Newton Med./Turley

19 Years

Victoria Bond Com. Corr.
Patrick H. McCollum MACC
Andrew McKinzie SEDCC
George R. Plavchak JHCC
Walter J. Simco CDCC
Sue M. Tennison MCCC
Marvin W. Vaughn JEHCC
Cathy D. Wilkerson Legal
Teresa K. Butler JDCC
Robert D. Calvert Agri./HMCC
Kevin R. Hodgson JCCC
Jesse R. Masters JBCC
Charles L. Michael, Jr. OSP
Ricky W. Moham JBCC
Jimmy D. Nichols JCCC
Edward L. Smith EWCC
David T. Templin OKCCC
Donald F. Ammann LARC
Raymond M. Fuchs JHCC

18 Years

Lea A. Allen NWDCC
Brad H. Bailey Agri./JCCC
William E. Canaan JCCC
Roger A. Glenn LARC
Leonard Hamilton Sent. Admin.
Marvin W. Holmes NEDCC
Michael W. Reed DCCC
Phillip W. Reuss JCCC

Blake E. Roberts Agri./OSR
Jerry D. Richard MACC

17 Years

Calvin E. Bagley MACC
Jeff D. Bridges Agri./WSKCC
Alexander T. Lunn OCI/JHCC
Randy K. Smith MACC
James E. Turner MACC
Patricia K. Franklin JBCC
Marie A. Herrman WSKCC
Jack F. Kelly Com. Sent.
Sandra E. Adkins JDCC
Michael T. Oakley Legal
Bobby C. Winn Inst. & Const.

16 Years

Brian K. Holden OSP
Michael W. Scoggins JDCC
Pamela K. Fink JBCC
Warren D. Bass JHCC

15 Years

Deborah K. Romine Legal
James E. Hunt Finance/Acctn.

14 Years

Thed M. Suchy JHCC
Terence M. Bolt DCCC
Daniel K. Owens DCCC
Jerry L. Parker DCCC
Wendell T. Davis LARC

13 Years

Kenneth M. McBride OSP
Sandra F. Rodriguez NOCC
Donovan V. Michie MBCC
Patrick H. Jackson, Jr. JCCC

12 Years

Brian W. Thornburgh SWDCC
James R. Weaver WSKCC
Michelle D. Dunlap BJCC
Patrick J. Cychosz OSP

11 Years

David B. Glaze WSKCC
Danny K. Owens WSKCC
Sharon C. Murphy EWCC
Scott E. Hairrell JEHCC

10 Years

Thomas M. Champion JBCC
Donald L. Givens JHCC
Clifton D. Hayes JHCC
Sarita A. Simon BJCC
Haskell L. Taylor OSP
Scott D. Crow Internal Affairs
Scott W. Benton NWDCC
Lisa M. Drew EWCC
Clyde E. Cothorn JDCC
Michael A. Hicks NEOCC
Jeanie M. Witchey WSKCC
Kenneth A. Townsend WSKCC
Karen J. Patrick LARC

CALENDAR

MAY

- 1-7 Public Service Recognition Week
- 3 State Employee Recognition Day
- 5 Cinco de Mayo
- 6-12 National Nurses Week
- 8-12 National Correctional Officers Week
- 11 Correctional Officer Recognition Ceremony
- 14 Mother's Day
- 19 Board of Corrections Meeting
Lexington CC, Lexington
- 23-27 Pardon & Parole Board Meeting
- 29 Memorial Day

Promotions

Kenneth L. King

Correctional Security Officer IV
Enid CCC

Timothy O. Damron

Correctional Case Manager III
Hillside CCC

Todd R. Dillard

Correctional Security Officer IV
Howard McLeod CC

Mark S. Franklin

Correctional Security Officer IV
Jackie Brannon CC

Tony R. Hawkins

Correctional Security Officer IV
Jackie Brannon CC

Denver D. Smith

Correctional Security Officer IV
Jackie Brannon CC

Sharon G. Combs

Correctional Case Manager I
Joseph Harp CC

David H. Ramsey

Correctional Security Manager I
Joseph Harp CC

Chansey L. McMillin

Correctional Security Officer IV
Joseph Harp CC

Corey A. Day

Correctional Security Manager I
Joseph Harp CC

Mary E. Lamb

Correctional Security Officer IV
Joseph Harp CC

James E. Seber

Correctional Security Officer IV
Joseph Harp CC

Michael D. Martin

Correctional Security Officer IV
Joseph Harp CC

Travis J. Dinwiddis

Correctional Security Officer IV
Joseph Harp CC

Uwe Junemann

Correctional Security Officer IV
Joseph Harp CC

Stella N. Ezugha

Food Service Manager II
Kate Barnard CCC

David A. Mauk

Correctional Security Manager II
Marshall County CWC

Suzanne K. Fletcher

Secretary III
Medical/Oklahoma State Reformatory

Bobby D. Hedrick

Correctional Industries Manager II
OCI/Muskogee CCC

Eddie L. Wreath

Correctional Security Officer IV
William S. Key CC

David C. Huckabee

Correctional Security Officer IV
William S. Key CC

Robert C. Thompson

Correctional Security Officer IV
William S. Key CC

Teresa J. Herren

Correctional Case Manager I
Bill Johnson CC

Tonyanikquia S. Jones

Correctional Security Officer IV
John Lilley CC

Dewayne C. Jones

Correctional Security Manager I
Dick Conner CC

Chanel R. Stuff

Correctional Security Officer IV
Northeast Oklahoma CC

Michael L. Classen

Correctional Security Officer IV
Northeast Oklahoma CC

Matthew E. Speers

Correctional Security Manager I
John E. Hamilton CC

Eddie D. Raney

Correctional Security Manager II
Mack Alford CC

Kevin R. Newton

Correctional Security Officer IV
William S. Key CC

Beverly K. Janway

Food Service Manager I
John E. Hamilton CC

Paul G. Lawrence

Correctional Security Manager I
Walters CWC

Sharon K. Webster

Accounting Technician II
William S. Key CC

Norma T. Wright

Customer Service Representative III
Jackie Brannon CC

Daniel L. Clark

Probation and Parole Officer I
Northwest District CC

RETIREMENTS

May

Ronald Fields, WSKCC
Terry Kenmore, NWDCC
Arnett Kenneth, LARC
Violet Pearce, OSP
Jerry Poole, WSKCC
Edward Smith, EWCC
Sue Tennison, NEDCC
Ronnie Turner, MACC
Gene Yates, JBCC

June

Layne Loper, JHCC
Harry Reading, OSP
Kendall Sirmons, OSR
Elaine Calhoun, JEHCC

Welcome New Employees

Oklahoma State Penitentiary

Steven P. Blaser
Iona G. Camp
Anthony S. Endsley
Sarah A. Phillips
Dorothy M. Pollard
Jeffrey A. Robinson
Allen K. Sensibaugh
Lloyd T. Sharp
Kenny R. Smith
Richard L. Solomon
David Tuggle
Charles O. Williams

Jackie Brannon CC

Clinton T. Harrell
Tammy Horath
Tomas T. Munoz
Gerald G. Wilson
Linda L. Wolf

James Crabtree CC

Angelina D. Fisher
Jessica L. Morton

Oklahoma State Reformatory

Joseph Albright
Coral Eardman
Steffani Lyons

Lexington A&R Center

Nathan L. Edwards
Melissa A. Gonzalez
Meredith J. Harris
Romon M. Jones
Todd C. Lyon
Dionne C. Millings
Jon W. Owens
Joy L. Perry
James D. Phipps
Angel R. Vargas
Michael D. Whomble

Joseph Harp CC

John H. Chambless
Jerry A. Goodwill
William J. Hallock
Tim J. Hill
Kristi D. Lee
Curtis McComb
Cherlyn A. Phillips
Susan R. Ramsey
Joe D. Raper
Brandon R. Ray
Frank D. Smith
Joan E. Wood
Terry L. Workman
Michael L. Zellner

Howard McLeod CC

Linda J. Caves
Jodie Long
Patrick A. Lucas
Kimberly A. McFeeters
Jerome W. Mick

Mack Alford CC

Monica D. Alexander
Waede C. Ames
Nakoda M. Brumley
Cathleen M. Diggs
Sean E. Douglas
Sharon K. Givens
Joshua A. Heilbrun
Roy A. Hummel
Samuel Jackson
Jeanie L. Williamson

Jim Hamilton CC

Shela D. Burns
Jan P. Harkins

Dick Conner CC

Herbert J. Perkins
Paul Simmons

Mabel Bassett CC

Amber D. Carothers
Ricky D. Cole
Loretta J. Gray
Judith K. Jones
Catrina R. Taylor
Naohiro Yamamoto

Jess Dunn CC

Robert L. Bates
Russell E. Jones
Christopher R. Pugh
Dweight D. Sanders
Ruby Taylor
Haskell D. Watson

John Lilley CC

Bobby B. Baker
James M. Chaffin
Tonya D. Cook
Sheri L. Friend
Brent A. McGinnis
Kurtis J. Miller

William S. Key CC

Chris E. Crissup
Emily J. Friend
Steven M. Hitchcock
Donnie E. Jones
Donny L. Parker
Christina C. Snyder
Claude O. Sober
Jeffery A. Soliday
Warren L. Thompson
Anna M. Wilson

Eddie Warrior CC

Brenda L. Walker

Northeast Oklahoma CC

Edward S. Conner
Penny R. Cornell
Ronnie L. Davis
Janet I. Downing
Cynthia J. Heckman
Nancy L. Hess

Robert L. Knighton
Crystal D. O'Neill
Lori L. Smith
Elizabeth A. Thatcher

Bill Johnson CC

Justin D. Scribner
Anita M. Smith
Cory L. Smith

Oklahoma City CCC

Luis A. Bonfil
Anita L. Rogers

Union City CCC

Lorie D. Peterman
Tauheedah A. Robison

Waurika CWC

Robert E. Peach

Walters City CWC

Latisha D. Green
Muskogee CCC
Timothy A. Owens

Beaver CWC

Kelly R. Salway
Jackie A. Switzer

Elk City CWC

Darrell W. Hubbard

Enid CCC

Teri L. Cantrell
Amanda M. Felber-Carter
Merri L. Smith

Kate Barnard CCC

Jeremey L. Woods

Hillside CCC

Eric S. Shishefar
Bryson K. Veasy

Northeast District CC

Brian D. Bracher
Adam J. Fisher
Stacey L. Holland

Tulsa County District CC

Venetta B. Douglas
Ryan M. Kinsey
Olga B. Leon
Joseph W. Sakewicz
Danyal M. Weaver

Ardmore CWC

Jason E. Clements

Earl Davis CWC

Christopher J. Evans

Marshall County CWC

Donna A. Webb

Southeast District CC

David M. Alexander
Daryl L. Blakley
Louis D. Ceriotti
Jeffery M. McCoy

Southwest District CC

Jennifer L. Hinton
Frank G. Richartz

Northwest District CC

Jerry D. Sanders

Oklahoma County CRDS

Belinda D. McCloud
Carlos A. Spencer

Central District CC

Benjamin J. Williams
Mark R. Winn



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