



THE RESOURCE

A Publication Of The Mississippi Department Of Corrections
Christopher Epps, Commissioner



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THE BUDGET

The Commissioner's Corner

As I write this summation of the MDOC's ongoing efforts to reduce costs, I have laying in front of me the headline "**Barbour Cuts \$221M More From Budget.**" These headlines are often accompanied by at least a paragraph about how Governor Barbour is trying to "protect" his "favorite" agency and another about the "possible release" of "up to 4000" inmates. It is the prevalence of these references that has prompted me to reiterate what Paul Harvey would call the rest of the story, the story of why our budget is three hundred and seventeen million dollars instead of three hundred and sixty six million dollars.

In 2004, when only the most acute analysts were foreseeing the economic troubles of today, the MDOC began a program of creative streamlining that other agencies are looking to now for ideas to reduce their own shortfalls. Anyone that understands the rule of unintended consequences can readily see how a complete elimination of fat from a budget means that further cuts are going to carve into more critical, and tender, muscle. This, not a misplaced desire to protect or favoritism, is the reason Governor Barbour has been seeking to have more flexibility with the MDOC making budget cuts. The rest of the story is that we started years ago doing what needed to be done.

\$62,402,932 On January 1, 2004 the MDOC had 3,640 filled positions. That year House Bill 1279 was passed removing the agency from civil service protection. The ability to reorganize the agency allowed the administration to leave 373 voluntarily vacated positions (through retirement or alternative employment) unfilled. One hundred ninety-four other positions were also eliminated. The total reduction in staff was 567. MDOC ended the year with 3,073 employees. This reorganization alone reduced agency expenditures by \$15,600,733 annually, or \$62,402,932 since implementation.

\$10,264,943 Mississippi contracts with private companies for the operation of six private prisons; however, the ownership of the physical structures belongs to the State of Mississippi. Through the refinancing and restructuring of the debt service for the private prisons, the MDOC has saved the state \$10,264,943 since 2005.

To avoid re-inflating the number of employees in the intervening years, the MDOC has been employing electronic detection systems, cctv and other technology whenever possible. New or improved systems are in place for the observation and control of offenders and for the storage and dissemination of information. Because of the agency's dedication to the measures necessary to remain "right sized" we have been able to provide appropriate levels of public safety and habilitative services while under a multi-year hiring freeze.

\$8,252,153 MDOC's employees have dedicated themselves to using every therapeutic technique to reduce recidivism. The success is seen in a recidivism rate that has declined from 34% to 30 % providing a cost avoidance of \$8,252,153.

\$5,234,958 On April 7, 2008, Governor Barbour signed Senate Bill 2136 extending parole eligibility to 5,300 inmates. Subsequently, Parole Board actions and releases increased, contributing to a prison population reduction of 1,400 inmates and vacant prison beds. To reduce basic housing costs, the agency has been returning offenders to the newly open state run MDOC beds. We have reduced the number of offenders in private prisons by 403 and in regional jails by 632. The total cost avoidance is approximately \$5,234,958. The actual savings has not been calculated due to the floating economy of scale and per bed cost related to incremental increases in the population of large state institutions. The MDOC continues to be mindful as this is done not to violate contracts and/or cause financial harm to local governments.

\$4,184,751 Through the phasing in of semi-monthly delayed payroll, culminating with a final mandatory switch for staff not having made the change, the agency will be able to defer the first two week's pay from

--- Continued On Page 2 ---



MDOC Is Great Because Its Staff Is Great

Christopher B. Epps

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C

SPECIAL FEATURES

Why Join ACA

George CWC and Flowers
MAPC Region III Toy Drive

Behavior Based Training

ACA - JOIN - VOTE - WIN
Good-Bye Lawrence Kelly

MDOC Christmas Gala Recap

Yazoo CWC and Water Tower
Troops Christmas Packages

THE RESOURCE

WHY JOIN ACA By Jerry Williams

The American Correctional Association is the oldest and most prestigious correctional membership organization in the United States. Founded in 1870, ACA currently represents more than 20,000 correctional practitioners in the United States and Canada. Members include all levels of staff from a wide variety of correctional disciplines and programs, as well as professionals in allied fields and representatives from the general public. In addition, the Association represents the interests of 74 affiliated organizations whose goals, while similar to those of ACA, focus on specialized fields and concerns within the realm of corrections.

Currently, all entities under the division, Administration (Central Office), Community Corrections (Community Work Centers/Restitution Centers/Probation & Parole) and Institutions (Mississippi State Penitentiary, Central Mississippi Correctional Facility, South Mississippi Correctional Institution, Private Facilities, and Regional Facilities) are all accredited. As a result, the Mississippi Department of Corrections has been ranked among the best of the best in the business of corrections within the United States and Canada. This accomplishment was not an individual effort. It was accomplished with a team who shares the common goal of being a model professional agency that adheres to the values of integrity, honesty and openness in all of its practices. Please review the attachment and seriously consider being a recognized member of that team with the American Correctional Association.

Online Application: The Membership Application can be completed on line @ www.aca.org. Please follow the directions below to complete this application on line:

1. Click on membership. Join us
2. Next at the bottom of the web page...Click on "Visit our join/renew membership section to update, renew or join ACA Membership
3. For New Membership...Click on the 2nd Bullet that states "Apply online for your ACA Membership"
4. Complete Application and Submit
5. To Renew Your Membership..."Click on the 3rd Bullet that states "Renew online for your ACA Membership"

Mail In Application: Complete the attachment and mail to the following address:

American Correctional Association
Attn: Membership
206 N Washington Suite #200
Alexandria, VA 22314

Call In and Complete Membership: Dial 1-800-222-5646...Press #9 and Request Ext# 0129

Please consider at a minimum the Membership Type of Professional I.....This request / consideration is 'Time Sensitive'.....If you intend to join, please do so before March 1, 2010.



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MEMBERSHIP APPLICATION

(DOMESTIC - U.S., U.S. TERRITORIES and CANADA)

P. O. Box 630171 • Baltimore, MD 21263-0171 • Toll Free: 1-800-222-5646 x 129 • Fax: 301-206-9789

Website: www.aca.org • Federal ID#: 13-1977456

INDIVIDUAL MEMBERSHIPS:

ASSOCIATE LEVEL: One year subscription to *Corrections Today* and *On the Line*; 20% discount on selected ACA publications and correspondence courses; Member rates to the Winter Conference and Congress of Correction; Personalized membership card and certificate; An ACA lapel pin. **(For retired professionals, volunteers, and students only; subject to verification)**

PROFESSIONAL I LEVEL: One year subscription to *Corrections Today* and *On the Line*; 20% discount on selected ACA publications and correspondence courses; Voting privileges in ACA elections; Member rates to the Winter Conference and Congress of Correction; Personalized membership card and certificate; An ACA lapel pin.

PROFESSIONAL II LEVEL: Includes same benefits as the Professional I; A copy of ACA's award winning directory, *Directory of Juvenile and Adult Correctional Departments, Institutions, Agencies and Probation and Parole Authorities*

EXECUTIVE GOLD: Includes same benefits as the Professional I; A copy of ACA's award winning directories, *Directory of Juvenile and Adult Correctional Departments, Institutions, Agencies and Probation and Parole Authorities* and *National Jail and Adult Detention Directory*; Additional 10% off conference registration.

FACILITY/INSTITUTIONAL/COMPANY MEMBERSHIPS:

ORGANIZATIONAL LEVEL: For non-profit entities; One year subscription to *Corrections Today* and *On the Line* (four copies per issue); 20% discount on selected ACA publications and correspondence courses; One vote in ACA elections; Member rates to the Winter Conference and Congress of Correction; Copies of four ACA award winning directories and State of Corrections, conference proceedings; Personalized membership card and certificate; An ACA lapel pin.

SUPPORTING PATRON: For -profit entities; One year subscription to *Corrections Today* and *On the Line* (four copies per issue); 20% discount on selected ACA publications and correspondence courses; One vote in ACA elections; Member rates to the Winter Conference and Congress of Correction; Copies of four ACA award-winning directories and State of Corrections, conference proceedings; A company listing in the *Directory of Juvenile and Adult Correctional Departments* Personalized membership card and certificate; An ACA lapel pin.

METHOD OF PAYMENT:

CHECK/MONEY-ORDER ENCLOSED

PURCHASE ORDER#:

(MEMBERSHIP DOES NOT BEGIN UNTIL PAYMENT IS RECEIVED)

CREDIT CARD: AMERICAN EXPRESS, DINERS CLUB, VISA, MASTER CARD AND DISCOVER ACCEPTED

CARD NUMBER

EXP. DATE

SIGNATURE

DATE

(3 DIGIT VERIFICATION CODE CAN BE FOUND ON THE VERIFICATION CODE BACK SIGNATURE PANEL)

HOME ADDRESS: CHECK HERE FOR PREFERRED MAILING ADDRESS

NAME

ADDRESS

CITY/STATE/ZIP

AREA CODE/PHONE

EMAIL

WORK ADDRESS: CHECK HERE FOR PREFERRED MAILING ADDRESS

NAME

POSITION/TITLE

AGENCY/CORPORATION

ADDRESS

CITY/STATE/ZIP

AREA CODE/PHONE AREA CODE/FAX

EMAIL

MEMBERSHIP CATEGORIES:

(U.S., U.S. TERRITORIES and CANADA)

	1 YEAR	*HOUSEHOLD 1 YEAR	3 YEAR
PROFESSIONAL I	\$35	\$55	\$99
PROFESSIONAL II	\$75	\$115	\$215
EXECUTIVE GOLD	\$100	\$150	\$290
ORGANIZATIONAL	\$300	N/A	N/A
SUPPORTING PATRON	\$350	N/A	N/A
ASSOCIATE**	\$15	N/A	N/A

* Household membership offers one year for two individuals at the same home address. Only one copy of each magazine, newsletter or directory offered as a benefit as part of this program.

** (Associate membership is for retired professionals, volunteers, and students only; subject to verification)

CHECK HERE TO JOIN THE NEW HEALTHCARE - PROFESSIONAL INTEREST SECTION (H:PIS) FOR AN ADDITIONAL \$25!

(To join the H:PIS, you must join or renew at one of the individual membership levels above. For more details go to www.aca.org.)

MAIL COMPLETED APPLICATION AND PAYMENT TO:

AMERICAN CORRECTIONAL ASSOCIATION

MEMBERSHIP SERVICES

P.O. BOX 630171

BALTIMORE, MD 21263-0171

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MDOC MAILBOX

Dear Coach Ronald King,

On behalf of the Responsible Sports Team, CONGRATULATIONS on being selected as a winner of the Responsible Coaching Award for Soccer in the state of Mississippi!

You have been recognized as a coach that achieves and maintains excellence on the field, demonstrates an on-going commitment to athletes off the field, honors and respects the game, and exhibits a high level of coaching competence.

Liberty Mutual is proud to support the men and women who volunteer their time to coach youth sports. We recognize that youth sports coaches are an integral part of the fabric of our communities, instilling in our children the lessons learned from sports both on and off the field.

The nomination essays we received on your behalf truly painted a picture of the difference you are making to those around you and it is thrilling to honor such a deserving individual for their contributions. Thank you for being a responsible role model in your community and, along with the \$500 Grant (which is en route to the youth sports organization you've provided), this award is a small expression of our appreciation.

You can view your coaching profile on www.responsiblesports.com see who the other winners are from around the county.

Congratulations and good luck in 2008!

Lisa Paige
Director of Community Marketing
Liberty Mutual Responsible Sports Program

To Mr. C. Epps

I would like to thank you for the care package I received from you today. It really means a lot to me to have a leader of my place of employment to not only think about me while I serve my country in Iraq, but to also send a gift. For that I say thanks!

Merry Christmas to you and your family as well.
C/O Il Vernell Sago
Iraq

Dear Superintendent King:

Thank you so much for the work that the staff and inmates did in the Chancery Clerk's Office making the beautiful shelves, desk, and cabinet. I understand the amount of scheduling, planning, work, and effort required on each project from start to finish.

For this, I send my sincere appreciation to you, the wardens, staff, officers, and inmates who made this project a success.

Many citizens have come in the office, have seen the work done by SMCI, and are very proud of having the Correctional Institution in Greene County. I, as a former employee of SMCI and a Greene County Citizen, appreciate the work that SMCI does in our county. Again, thank you for the work and many contributions that would not be possible without you.

Sincerely,
Michelle "Shelley" Eubanks
Chancery Clerk
Greene County, MS

Dear Mr. Williams:

As the Beautification Director for Harrison County, one of my major job responsibilities is to operate our monthly Household Hazardous Waste site. This program is funded by the Mississippi Department of Environmental Quality but organized and run by my office. We are open to the public the second Saturday of every month from 8 a.m. until noon.

When I began my position one year ago the "staff" for this program consisted of myself, a consultant, a forklift operator and, if we were very lucky, a few volunteers. Considering that each month in a period of just four hours we were collecting in excess of 200 gallons of oil, hundreds of electronic appliances, 300 gallons of paint and about 20 refrigerators it was an awfully overwhelming task.

Thankfully after a few months on the job I was contacted by the Mississippi Department of Corrections and asked if I was aware of a possible volunteer opportunity for the House Arrest program. Was I ever! As a result I now have the reliable manpower I need to operate an efficient and safe program that provides a tremendous service to the residents of Harrison County and beyond.

It is not an exaggeration to say I am immensely grateful to David Sullivan for developing the House Arrest Volunteer Program and making this partnership possible. And although it sounds a little strange I think the ISP inmates and MDOC staff enjoy the experience as much as I do. We seem to almost have fun each month while pouring endless gallons of paint and oil and unloading tons of tires and electronic appliances from the backs of waiting vehicles! If nothing else it certainly makes all of us more conscious of our community and thoughtful about our responsibility to our environment.

Thank you again for the support of your organization and for the leadership of your staff like Mr. Sullivan.

Jolie R. Spiers
Beautification Director
Harrison County

To NAAWS members

This year is an ACA election year and we always want to elect NAAWS members to ACA leadership positions. This year Christopher Epps is running for President and we are solidly behind him.....He is a strong supporter of NAAWS.....and helped us greatly in Memphis.

NAAWSinfo@aol.com

Sir, I occasionally read your monthly newsletters. The October 2009 issue "May I Come Back" was awesome and to the point! I shared the article with all my Soldiers. We do our best to retain good Soldiers/Leaders but if they want to leave the Service for some reason, it is very evident due to our failing economy they may not have the opportunity to come back.

I never worked for MDOC, however I always had a passion for the Corrections field and a Sincere Appreciation for its Dedicated Employees.

Respectfully,
1SG Worley L.Davis Jr
210th Finance,
Mississippi National Guard
Camp Arifjan Kuwait

THE RESOURCE

MDOC MAILBOX

Dear Chris:

It is with great pleasure that I write this letter and welcome you as the newest Director of the Correctional Peace Officers Foundation.

The Correctional Peace Officers (CPO) Foundation was founded in the early 1980s at Folsom State Prison and became a bona fide charity in June of 1984. Four of the original Board of Directors worked at Folsom and actually, like me, started their Correctional careers at Folsom State Prison. To give us balance and input from the Youth Authority, Richard "Dick" Folsom also joined the Board.

With so much growth by the Correctional Peace Officers Foundation organization over the past many years, the Board of Directors discussed increasing our Board from five to seven members. During this discussion many possible candidates were considered. Again, I am pleased to announce your appointment to you and all in Corrections. An FYI: first and foremost, "as a possible candidate" one must be a current or retired Correctional Professional and, my friend, you certainly do qualify.

Chris, I enjoyed reading your resume. With 29 years in the Corrections Profession you have what we need and more to promote the CPO Foundation to the best of all of our abilities! I retired myself as the Warden of Folsom State Prison. I promoted at several California prisons and I see you promoted at several Mississippi prisons as

well.

It was a pleasure to welcome you to Sacramento and to have you tour our facilities and check out our outstanding wall of Fallen Officers. I know it touched your heart to see the Mississippi Fallen Officers proudly displayed along with all the others who have made the ultimate sacrifice. Each year at the Annual Memorial Service at Project 2000 we ALWAYS hope and pray we will have no new names to add. Sadly, to date that has yet to happen. As you know from our November Board meeting we will be adding 12 more Correctional Professionals' pictures to our "Wall of Honor" and will be honoring them all in Buffalo, New York at Project 2000 XXI in June of 2010.

In closing, Chris, it is an honor to welcome you to the Board of Directors of The Correctional Peace Officers Foundation. I know that you will definitely be an asset and I look forward to working closely with you, as does all the Board of Directors and Charleene as well. My very best to Cathy and please thank her for me for coming to Sacramento so we could all meet her. Again, WELCOME!

Yours truly,
Glenn A. Mueller Chairman
Correctional Peace Officers Foundation

MAPC REGION III TOY DRIVE By Virginia Taylor

The MAPC Committee would like to thank everyone for their participation in the Christmas Toy Drive.

There were over a thousand toys distributed to the following places.

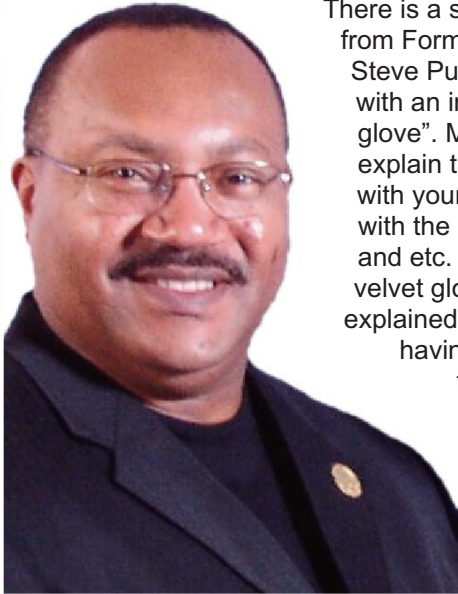
The Salvation Army, Greenville, MS; Bolivar County Community Action, Cleveland, MS; Bolivar County Homeless Shelter, Cleveland, MS; Fannie Lou Hamer Daycare Center, Ruleville, MS; The City of Shelby, Shelby, MS; Open Arms Learning Center, Tutwiler, MS; Youlanda K's Learning Center, Sledge, MS

A special thanks to Supt. Lawrence Kelly, Mr. Keith Flemmons and Area Wardens.



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GOOD BYE SUPERINTENDENT



There is a saying that I first heard from Former Superintendent Mr. Steve Puckett, which says "Lead with an iron fist with a velvet glove". Mr. Puckett went on to explain that you must be firm with your decision making and with the managing of your staff and etc. but you must wear a velvet glove as well. He explained the velvet glove as having compassion for those that you supervise and to care about their concerns and needs, while yet holding them accountable for their responsibilities and he went on to say

that they would respect you.

I have been given the privilege to see a person who lived the concept in every aspect of their life [Mr. Lawrence Kelly] and the best proof is in the number of staff members that are heart

broken that he is retiring.

As a young Warden coming in to a major position I didn't find just a supervisor which was a Superintendent. I found a mentor, a God fearing man and a friend who just so happened to be a Superintendent. Most mentors selected their mentees or were given mentees by others. But, the best mentors are those who are selected by the mentees, because they saw something in them that they wanted to emulate and that is the type of mentor that Mr. Lawrence Kelly is. Mr. Kelly is a mentor who has been selected by many and he continues to live up to those values; therefore, even with Mr. Kelly retiring, traits of him will still live on in the Department of Corrections through those of us who have chosen to emulate him and the professionalism that he has brought to our great agency.

So Mr. Kelly, as you leave this chapter of your life to explore the new horizon that God has set before you, please remember to always enjoy life to its fullest, don't leave behind any "I wish I had done this or that" do those things and Always Keep God first and he will direct your path.

Sincerely,
Warden Timothy J. Morris
Area-III, Unit#32

"I met Superintendent Lawrence Kelly in the early 1980s at the Mississippi State Penitentiary (MSP) shortly after he began his corrections career and remember being highly impressed with his professionalism, bearing and depth of knowledge. I sized him up correctly in making the assumption that in time, he would be a rising star within the MDOC. Having had the opportunity to directly supervise Lawrence at CMCF and much later in our careers to work under his direct supervision there after he was promoted to Superintendent, I state without any reservation that regardless of his position, he was always the consummate corrections professional. For most of his 28 year career with the MDOC, Lawrence has been a leader, role model, mentor, trainer and advocate for both staff and Inmates alike.

His positive contributions to this agency have been far too many to enumerate. He will truly be missed by his many MDOC colleagues and friends and I personally count it a privilege to have had the opportunity to work with and learn from him. He paid a lot of "dues", especially as Superintendent at MSP for more than five (5) years, has more than earned his "props", and deserves absolutely the very best in his new professional endeavor."

Lora H. Cole,
Deputy Commissioner
of Community Corrections

Mr. Lawrence Kelly, a Supervisor and indeed a friend of mine. He is very understanding, honest and caring to all mankind. He ensures that no staff or inmate is mistreated during his duties as Superintendent. Mr. Kelly has been my immediate Supervisor since 2005. I have worked very closely with him. I admire and respect him highly because of his professionalism and dedication it takes to get the job/task done. He never raises his voice nor does he appear to get upset. He always tells jokes that everyone can relate to. His meetings are very informative and everyone knows he means business. I can recall in 2006, a staff meeting lasting about five minutes. He

stated "some staff is not following my directive, I will fire you while I'm smiling" meeting is adjourned. No staff asked any questions. Mr. Kelly is a man that everyone will miss. He has placed high standards at MDOC that all staff is proud of. Staff moral is at the highest peak. Mr. Kelly will succeed wherever he goes and MDOC is losing a great and valued employee.

Warden James Brewer
Area I / Unit 29
MSP



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DIRECTOR LAWRENCE KELLY

It was April 1988.....my turn to step into the myriad of lessons and training otherwise known as the Mississippi Department of Corrections (MDOC) Training Academy. He was an academy instructor at Central Mississippi Correctional Facility (CMCF). Lawrence Kelly, a man who was straight up with everyone. Firm and fair. That's what he instilled in his students in the academy....be firm and fair with the inmates, and you will have their respect. They may not all "like" you, but they will respect you.

I wasn't exactly intimidating in stature, so the firm and fair thing was good to learn and adhere to. He had patience and a very professional demeanor. In the academy, you actually wanted to do well for him and the other instructors because it was clear they wanted you to succeed. They put in as much effort into the program as they expected us to – it was truly a team approach to learning all about the field of corrections.

That was 22 years ago. And today, we are saying goodbye to that dear friend. Saying goodbye to Mississippi State Penitentiary (MSP) Superintendent Lawrence Kelly, who will be leaving MDOC to take on more challenges as general manager with The Wackenhut Corporation.

For Superintendent Kelly, it has been a ride. His bio reads like a who's who in corrections. Take a look at his broad background in corrections:

Lawrence Kelly began employment with MDOC in 1982 as a correctional officer at MSP. In 1983 he was promoted to sergeant and served as the assistant administrator of Units 23 & 26, medium security housing units. Later, he served as administrator of Unit 17, maximum security.

He was promoted to lieutenant in 1985 and served as an institutional watch commander, and later as administrator of the Reception and Classification Center at CMCF. In 1987 he was promoted to corrections academy

instructor, where he conducted basic and in-service training for correctional officers and field officers. In 1989 he was promoted to branch director and served as academy director and as the director of

quality assurance and evaluations for MDOC.

In 1994, he was appointed training director for the Mississippi Department of Public Safety (MDPS) where he directed and certified training programs for the Mississippi Highway Safety Patrol and the Bureau of Narcotics. In 1997, he was promoted to the director of management operations for MDPS, in the Office of Law Enforcement Standards. That same year he was selected as a member of then U.S. Attorney General Janet Reno's Hate Crimes Task Force.

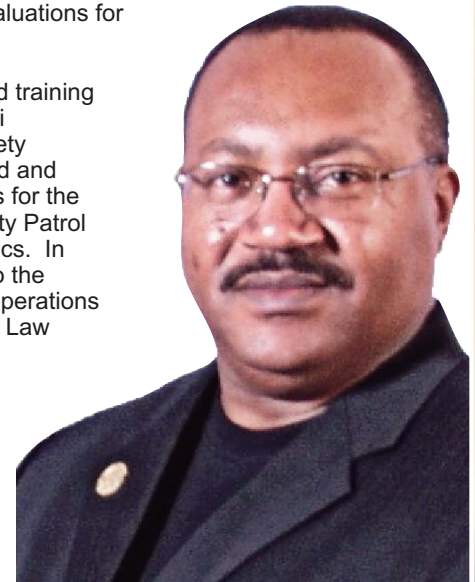
In 2000, he found his way back home to MDOC, where he was appointed to the position of warden at MSP. In 2001, he was promoted to superintendent of CMCF. In 2004, he was selected as the Criminal Justice Professional of the Year by the Mississippi Association of Professionals in Corrections, and in January 2005, he was appointed superintendent of MSP.

He is a 1982 graduate of Delta State University with a degree in Criminal Justice. He is a graduate of the National Academy of Corrections Correctional Supervision Course, the F.B.I.'s Special Weapons and Tactics School, and the NRA's Firearms Instructor School. He and his wife Sylvia have two daughters, Christie and Carol.

"Lawrence Kelly has been an exceptional leader throughout his career and has done an outstanding job for the citizens of Mississippi during his tenure with our department," said MDOC Commissioner Chris Epps. "He has a deep commitment and passion for corrections and has been very successful in contributing to our mission across the state. He will absolutely be missed."

"Change is the ember of life," said Lawrence Kelly. "The only way we grow as individuals is through change. I've been fortunate through my career to hold several different positions in different locations and was able to gain a lot of experience and expertise. I am indeed grateful for the good fortune which has been mine, for the encouragement and support of many loyal friends, for the cooperation of my peers in state government; for the privileges and opportunities which have come my way."

Farewell, Mr. Kelly. Your MDOC family will miss you.
Tara Booth
Office of Communications



Life is like a game of cards. The hand that is dealt you represents determinism; the way you play it, is free will and the greatest blessing of mankind are within us and within our reach and you took the road that has been less traveled.

Limitations live only in our minds. But if we use our imaginations, our possibilities become limitless and Mr. Kelly you have shown us that if you want to be successful, it's just this simple: know what you are doing. Love what you're doing and believe in what you're doing. Mr.

Kelly you did not walk in front of me, I did not follow behind you because you let me walk beside you and guided me along the way.

The staff and I in Area II will miss you and we have much Love, Honor, and Respect for you and wish you the best. If you ever need us we are just a phone call away. Remember this is not good-bye, it is as the young folks say, "LATER".

Robert L. Scott
Acting Warden Area II, MSP

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2009 MDOC Christmas Gala By Jane Mapp

By every measure, the 2009 Commissioner's Christmas Gala was a huge success. This year there were over three hundred and eighty attendees, marking another year with higher numbers than the last. The evening began at 7:30 and following dinner the dancing continued until midnight.

The gala was held in the Grand Ballroom of the Jackson Marriott. The Gala Committee extends its gratitude to the Marriott for stepping up when projected number of attendees exceeded the capabilities of the Jackson Convention Center.

The entertainment was provided by a DJ who played Christmas music until after dinner - then the dance music started. All musical tastes should have been satisfied sometime during the evening.

This year there was a professional in front of the huge Christmas tree and didn't take advantage of the Gwen Stantos both had cameras so

The committee extends a special thank the event a success. There were to college basketball games, free jewelry, gift cards, grills, etc...

The Menu:

*Grilled Tri-Tip Beef With
Garlic Herb Jus*

Dijon Mushroom Chicken

Roasted Red Potatoes

*Green Beans With
Herb Butter*

*Spiced Carrots With
Pearl Onions*

*Vegetable Penne Primavera
With Basil Pesto*

Cesar Salad

Tomato And Cucumber Salad

*Bread Pudding With
Rum Sauce &
Assorted Cakes*

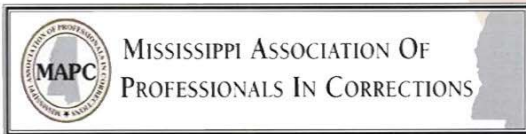
photographer present taking portraits printing them on site. For those that photographer, Stacy Lewis and I think you may ask them about photos.

you to the vendors who helped make door prizes aplenty including, tickets nights and dinner at area resorts.



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Thank You 2009 MDOC Christmas Gala Sponsors



BUTLER | SNOW



Mississippi Prison Industries, Jackson
Southern Mississippi Athletics
University of Mississippi Athletics
Jackson State Athletics
The Mississippi Agriculture & Commerce
The Mississippi Symphony Orchestra
Art and Soul of the South, Downtown Vicksburg
Islamorada Fish Company, Bass Pro Shop, Pearl
McAlister's Deli & Catering, Jackson
Bob Boyte Honda, Brandon
Cheribet Creations, Florence
Cellular South of Mississippi
Cabot Lodge Milsaps, Jackson
Beau Rivage Resort & Casino, Biloxi
Sam's Town Hotel & Casino, Tunica
Gold Strike Hotel & Casino, Robinsonville
Rainbow Hotel & Casino, Vicksburg
IP Casino, Resort & Spa, Biloxi
Wal-Mart, Sam's Club Corporation, Pearl



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CHRISTMAS PACKAGES FOR THE TROOPS

By Ruby Weathers

I would like to thank everyone that worked with the Human Resources Department to provide Christmas care packages to members of our MDOC family serving in the military. Thanks to your efforts and the direct assistance of Mr. Stan Evans (Navy – Petty Officer 3rd Class) and Mr. Joseph Willis (Army – Sergeant) we were able to provide packages to twenty-one of our service people.



GEORGE CWC ASSISTS NEW RESPOND WITH LOVE FARM

By Erin Bounds

In January 2009, the inmates housed at the George Co. CWC planted approximately 80,000 flower bulbs that were received through America Responds With Love in the new Respond With Love Farm located in Lucedale, MS. Daffodils, hyacinths and tulips are the flowers that were planted.

Ten percent of the flowers planted will be donated to the city of Lucedale to be placed in Respond With Love Gardens that decorate the city limits. The city of Lucedale has 'blossomed' through this community service in which the inmates at the George Co. CWC have participated.

This is a wonderful program to participate in because it teaches the

inmates skills in gardening and beautifies your home town! Communities interested in receiving flowers from the Respond With Love Farm-Lucedale are encouraged to contact Richard McDonough, President and Chief Executive Officer for America Responds With Love, Inc. at 610-731-HOPE or richard@respondwithlove.org .

Each participating non-profit organization and participating governmental entity will have several responsibilities, including payment of a program service fee to America Responds With Love to help cover the program-related and logistics costs for the non-profit organization, re-planting the flower bulbs in public places in their communities, and care and maintenance of their Respond With Love Gardens.



YAZOO CWC ASSISTS BENTONIA LIGHTING WATER TOWER

By Shondra Bell

The Yazoo CWC sent offenders to assist with work at the Bentonia water tower. The offenders on the work crew did not climb the water tower. However, they assisted on the ground with Chief Ferrell and Mr. Dennis Manning sending equipment by rope to the top of the

tower to Officer Wesley Crum. Mr. Crum was the only one who climbed the tower to complete required work. The offender work crew constructed a cross with lights on it that will be displayed on the water tower.



THE RESOURCE

MDOC EMPLOYEES ACTIVATED FOR MILITARY DUTY

The MDOC currently has 41 of its family activated for military duty (19 from MSP, 11 from CMCF, 7 from Headquarters/Community Corrections and 4 from SMCI). The agency is thankful for the safe return of 51 fellow employees from active service. Below are the names of those currently activated and those that have returned to us. Please keep each of them in your thoughts and prayers. Those wishing to provide support to individuals that are activated can do so through a variety of resources. The Department of Defense operates <http://www.americasupportsyou.mil> for this purpose.

CURRENTLY ACTIVATED

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>Activated</u>
Alexander, Donnell	MSP	COT	1/15/2009
Bounds, Stevon A.	SMCI	Chaplain II	7/1/2008
Brown, Shakena	MSP	COT	4/25/2009
Cathey, Max	CO/Records	Div Dir II	8/14/2009
Cole, Jerry	CMCF	CO II	4/13/2009
Coleman, Edward	MSP	COT	6/1/2007
Cooper, Matthew	Harrison CWC	COT	3/1/2009
Crews Jr., Sidney T.	SMCI	CO II	8/25/2008
Crossgrove, Arnetha	MSP	COT	2/1/2009
Cullom, Robert	Rankin P/P	FO II	3/1/2009
Davis, Clyde	MSP	CO IV	3/1/2009
Dean, Peter	CMCF	Corr. Supv.	11/18/2005
Diaz, Eduardo	SMCI	CO I	5/1/2009
Erkhart, Vicky	George P/P	FO I	2/1/2009
Golden, Jermenica	MSP	COT	12/29/2008
Green, Cedric	MSP	CO I	3/1/2009
Griffin, Kirby	MSP	COI	3/1/2009
Harris, Katrina	CMCF	CO IV	5/1/2009
Harvey, Ray	CMCF	CO II	11/9/2009
Henderson, Richard	MSP	CO IV	1/22/2003
Henson, Eric	CMCF	CO T	2/1/2005
Hilson, Melvin	MSP	CO IV	4/18/2009
Jenning, Charles	MSP	CO I	3/1/2009
Khon, Odiss	MSP	COT	3/1/2009
Lewis, Daryl	MSP	COIV	10/13/2008
Little, Marvin	CMCF	Corr. Supv.	3/1/2009
Love, Von	MSP	CO II	3/1/2009
Magee, Williestine	CMCF	CO I	5/1/2009
Mays, Ashley	CMCF	CO T	5/1/2009
McCray, Shonari	MSP	CO I	3/11/2009
McMillian, David K	Lincoln P/P	FO III	4/1/2009
MCNeal, Willie	MSP	CO T	3/11/2009
Mills, Andrew C.	SMCI	Corr. Supv.	3/1/2009
Rusell, William	CMCF	CO I	5/1/2009
Sago, Vernell	CMCF	CO II	7/10/2009
Scott, Kenny	MSP	CO IV	4/1/2009
Thomas, Ronnie	CMCF	CO I	7/9/2009
Thompson, Domonique	MSP	COT	5/2/2007
Thompson, Tarelle	MSP	CO I	3/1/2009
Tucker, Samuel	Central Office	Itegrity	5/1/2009
Young, Arthur	Yazoo P/P	FO III	11/1/2005

RETURNED HOME

<u>Name</u>	<u>Location</u>	<u>Returned</u>	<u>Activated</u>	<u>Returned</u>
Bailey, Otis	CO/CC	10/19/2005		
Bounds, Stevon	SMCI	6/1/2006		
Brown, Keith	CO/CC	3/27/2006		
Calvin, William	CO/CC	4/18/2005	9/6/2005	9/13/2005
Cashaw, Timothy	MSP	7/15/2004		
Cathey, Max	CO/CC	5/1/2008		
Cole, Larry	CMCF	1/24/2005	8/29/2005	10/19/2005
Coleman, Edward	MSP	4/3/2007		
Crews, Sidney	SMCI	10/29/2003	6/2/2004	8/19/2008
Diaz, Eduardo	SMCI	1/27/2009		
Garrison, Steve	CO/CC	8/30/2004		
Green, Cedric	MSP	11/2/2000		
Greer, Willie	CMCF	5/12/2004		
Hale, Chanita	MSP		2/10/2009	11/29/2009
Harvey, Ray	CMCF		4/21/2008	7/21/2009
Hicks, Carlester	MSP	9/13/2005		
Hill, Plez	CO/CC	11/10/2004		
Hilson, Melvin	MSP	5/17/2004	8/27/2005	10/24/2005
Hoeflich, Albert	SMCI	6/14/2004	9/6/2005	12/5/2005
Irving, Norris	MSP	12/3/2003		
Keys, Adrian	SMCI	3/15/2005	9/6/2005	9/21/2005
Lee, Earnest	SMCI	8/8/2008		
Lewis, Roger	MSP	1/17/2006		
Little, Marvin	CMCF	3/1/2005	9/6/2005	9/19/2005
Little, Marvin	CO/CC	3/1/2005	9/6/2005	9/19/2005
Love, Von	MSP	5/20/2006		
Lyles, Marcus	CMCF	7/25/2004		
McCray, Clintis	CO/CC	1/12/2005	9/6/2005	10/20/2005
			4/23/2008	5/12/2008
Mills, Andrew	SMCI	10/16/2008		
Moore, Calvin	MSP	6/3/2005	9/6/2005	9/13/2005
Morris, Timothy	MSP	4/30/2004		
Newsome, Marcus	CMCF	7/4/2006	4/21/2008	7/27/2009
Pruitt, Darron	MSP	12/3/2007		
Roach, Curtis	CMCF	7/12/2006		
Roberts, John	SMCI	10/1/2003		
Ruffin, David	MSP		6/2/2004	6/15/2009
Scarborough, Charles	SMCI	8/30/2004	1/3/2005	5/16/2006
Smith, Arthur	CO/CC	10/25/2004		
Smith, Edwin	MSP	9/5/2006		
Smith, Melvin	CMCF	10/18/2005		
Smith, Melvin N.	CMCF	4/30/2006		
Taylor, Carol	MSP	10/6/2003		
Thomas, Clarence	CO/CC	11/5/2003		
Thomas, Henderson	MSP	8/15/2006		
Thomas, Ronnie	CMCF	6/28/2004		
Vance, Dexter	MSP		3/4/2009	5/20/2009
Washington, Alvin	CMCF	11/16/2006		
Willis, Joseph	CMCF	9/27/2003		
Winters, James	MSP	8/1/2008		
Woods, Roy	CO/CC	1/1/2006	1/1/2008	9/22/2008
Young, Arthur	CO/CC	1/4/2004		

THE RESOURCE

MSP TRAINING SCHEDULE

<u>DATE</u>	<u>COURSE</u>	<u>TIME</u>	<u>HRS</u>	<u>DATE</u>	<u>COURSE</u>	<u>TIME</u>	<u>HRS</u>
FEB				2	Handgun Qualification	1:00-5:00	4
1	New Employee Orientation	8:00-5:00	40	3	Disciplinary Procedures	9:00-11:00	2
1	Rifle Qualification – Refresher Makeup	8:00-12:00	4	3	Handgun Qualification	8:00-12:00	4
2	Handgun Qualification	8:00-12:00	4	3	Handgun Qualification	1:00-5:00	4
2	Handgun Qualification	1:00-5:00	4	4	Handgun Qualification	8:00-12:00	4
3	Handgun Qualification	8:00-12:00	4	4	Handgun Qualification	1:00-5:00	4
3	Handgun Qualification	1:00-5:00	4	5	Remedial Training	8:00-5:00	8
4	Handgun Qualification	8:00-12:00	4	8	Correctional Officer Academy	8:00-5:00	40
4	Handgun Qualification	1:00-5:00	4	8	Pre-Supervisory Management	8:00-5:00	40
5	Remedial Training	8:00-5:00	8	8	Rifle Qualification – Refresher Makeup	8:00-12:00	4
8	Annual Refresher	8:00-5:00	40	9	Shotgun Qualification	8:00-12:00	4
8	Correctional Officer Academy	8:00-5:00	40	9	Shotgun Qualification	1:00-5:00	4
8	Rifle Qualification – Refresher Makeup	8:00-12:00	4	10	ERT Tactical	8:00-5:00	8
9	Rifle Qualification – Annual Refresher	8:00-12:00	4	15	Correctional Officer Academy	8:00-5:00	40
10	CPR Re-certification	8:30-12:30	4	15	Rifle Qualification – Refresher Makeup	8:00-12:00	4
10	Shotgun Qualification	8:00-12:00	4	16	Emergency Plans	9:00-10:00	1
10	Shotgun Qualification	1:00-5:00	4	16	Shotgun Qualification	8:00-12:00	4
10	ERT Tactical	8:00-5:00	8	16	Shotgun Qualification	1:00-5:00	4
11	Disciplinary Procedures	9:00-11:00	2	17	If You are Taken Hostage	9:00-10:00	1
12	Remedial Training	8:00-5:00	8	17	ERT Support	8:00-12:00	4
15	Correctional Officer Academy	8:00-5:00	40	18	Signs of a Disturbance	9:00-10:30	1.50
16	Shotgun Qualification	8:00-12:00	4	18	Firearms Training – Academy Class	8:00-5:00	24
16	Shotgun Qualification	1:00-5:00	4	22	Correctional Officer Academy	8:00-5:00	40
16	Count Procedures	9:00-10:00	1	22	Rifle Qualification – Refresher Makeup	8:00-12:00	4
17	NIMS	9:00-12:00	3	23	Workplace Violence	9:00-12:00	3
17	Handgun Qualification	8:00-12:00	4	23	Handgun Qualification	8:00-12:00	4
17	Handgun Qualification	1:00-5:00	4	23	Handgun Qualification	1:00-5:00	4
17	ERT Support	8:00-12:00	4	24	HIV/AIDS/Bloodborne Pathogens	8:30-12:30	4
18	PREA	9:00-11:00	2	24	Handgun Qualification	8:00-12:00	4
18	Firearms Training – Academy Class	8:00-5:00	24	24	Handgun Qualification	1:00-5:00	4
22	Correctional Officer Academy	8:00-5:00	40	25	Leadership	9:00-12:00	3
22	Rifle Qualification – Refresher Makeup	8:00-12:00	4	26	Remedial Training	8:00-5:00	8
24	Standard First Aid	8:30-12:30	4	29	Rifle Qualification – Refresher Makeup	8:00-12:00	4
25	Critical Stress Management	9:00-10:00	1	30	Offender Rights	9:00-10:00	1
MAR				30	Handgun Qualification	8:00-12:00	4
1	New Emp. Orientation	8:00-5:00	40	30	Handgun Qualification	1:00-5:00	4
1	Rifle Qualification – Refresher Makeup	8:00-12:00	4	31	Handgun Qualification	8:00-12:00	4
2	Handgun Qualification	8:00-12:00	4	31	Handgun Qualification	1:00-5:00	4

BEHAVIOR BASED SAFETY TRAINING

By Patricia Dean-Wilson

In the upcoming months, the Loss Prevention Program will be incorporating many initiatives to further support the safety culture for the MDOC. Since January 2005, we have conducted Safety Inspections, provided an agenda to respond to safety issues through the Safety First Committee, enthusiastically implemented the Safety Awards Program, provided support for dedicated employees with a Return to Work Program, and provided Behavior Based Safety Training to most employees.

In the coming days, the Loss Prevention Program will submit for approval, a new Standard Operating Procedure entitled “Unsafe Behavior” designed to address repetitive on the job injuries and/or injuries that could be due to unsafe practices. One of the main aspects of this procedure will be to afford safety training designed to assist with a safe return of all employees to their family after performing their job duties and responsibilities for the MDOC. Behavior Based Training will become mandated when the aforementioned procedure is approved and is currently available through MDOC FlexTraining.

If you have not already done so, I welcome you to take this course early to enhance your safety practices, in preparation for the new procedure and as an avenue to support the safety culture for all employees. The 2 hour training course will count toward meeting your required MDOC training hours and you won’t need to travel; you must take it at work! You may begin this course by utilizing the following information:

THE RESOURCE

CMCF TRAINING SCHEDULE

<u>DATE</u>	<u>COURSE</u>	<u>TIME</u>	<u>HRS</u>	<u>DATE</u>	<u>COURSE</u>	<u>TIME</u>	<u>HRS</u>
FEB				FEB			
01-05	New Employee Orientation	8:00 - 5:00	40		Non Lethal Weapons Training	8:00 - 5:00	8
08-12	Annual Refresher Training	8:00 - 5:00	40	08-12	Correctional Officer Academy	8:00 - 5:00	40
08-12	Correctional Officer Academy	8:00 - 5:00	40	08-12	Annual Refresher Training	8:00 - 5:00	40
10	Stress Management	09:00 - 10:00	1	10	Interpersonal Relations/Comm. Skills	09:00 - 10:00	1
10	If You Are Taken Hostage	10:00 - 11:00	1	10	Security Procedures	10:00 - 11:00	1
10	Signs of Suicide Risk	11:00 - 12:00	1	10	Key Control/Tool Control	11:00 - 12:00	1
11	Sexual Harassment / Anti-Harassment	09:00 - 10:00	1	11	Fire Safety	09:00 - 10:00	1
11	Prison Rape Elimination Act	10:00 - 11:00	1	11	Prison Rape Elimination Act	10:00 - 11:00	1
11	Islam In Corrections	11:00 - 12:00	1	11	Islam In Corrections	11:00 - 12:00	1
12	Commanders/Supervisors			15-19	Correctional Officer Academy	8:00 - 5:00	40
	Non Lethal Weapons Training	8:00 - 5:00	8	15-19	Annual Refresher Training	8:00 - 5:00	40
16-19	Annual Refresher Training	8:00 - 5:00	32	18	Commanders/Supervisors		
16-19	Correctional Officer Academy	8:00 - 5:00	32		Keyboarding (limited to 8 students)	08:00 - 09:00	1
18	Commanders/Supervisors - Writing Skills	13:00 - 14:00	1		Keyboarding (limited to 8 students)	09:00 - 10:00	1
22-26	Annual Refresher Training	8:00 - 5:00	40		Keyboarding (limited to 8 students)	10:00 - 11:00	1
22-26	Correctional Officer Academy	8:00 - 5:00	40		Keyboarding (limited to 8 students)	11:00 - 12:00	1
26	Commanders/Supervisors				Keyboarding (limited to 8 students)	13:00 - 14:00	1
	Non Lethal Weapons Training	8:00 - 5:00	8	18	Commanders/Supervisors		
TBD	Weapons Range Requalification	8:00 - 5:00	8		Non Lethal Weapons Training	8:00 - 5:00	8
MAR				22-26	Correctional Officer Academy	8:00 - 5:00	40
01-05	New Employee Orientation	8:00 - 5:00	40	22-26	Annual Refresher Training	8:00 - 5:00	40
04	Commanders/Supervisors			29-02	Pre-Supervisory Class	8:00 - 5:00	40
				TBD	Weapons Range Requalification	8:00 - 5:00	8

SMCI TRAINING SCHEDULE

<u>DATE</u>	<u>COURSE</u>	<u>TIME</u>	<u>HRS</u>	<u>DATE</u>	<u>COURSE</u>	<u>TIME</u>	<u>HRS</u>
FEB				18	Standard First Aid/CPR	9:00-3:00	6
1-4	New Employee Orientation	7:00-5:30	40	18	PREA	3:00-4:00	1
8-11	Supervisor Management Training	7:00-5:30	40	22-25	Correctional Officer Academy	7:00-5:30	40
8	Performance Appraisal Review	9:00-10:00	1	22-25	40 hour Basic Handgun class	7:00-5:30	40
8	Disciplinary and Corrective Action	1:00-2:00	1	25	Handgun/Shotgun Recertification	8:00-5:00	8
8	Emergency Actions/Procedures	3:00-4:00	1	25	Defensive Driving	8:00-12:00	4
9	Classification/Disciplinary Procedures	8:00-9:00	1	MAR			
9	Labor Law	9:00-10:00	1	1-4	New Employee Orientation	8:00-5:00	40
9	Sexual Harassment	10:00-12:00	2	8-11	Pre-Supervisory Management	8:00-5:00	40
10	HIV/AIDS/Blood borne Pathogens	7:00-9:00	2	8-11	Correctional Officer Academy	8:00-5:00	40
10	CPR	9:00-12:00	3	15-18	Annual Refresher	7:00-5:30	40
10	Standard 1st Aid	1:00-4:00	3	15	Ethics & Professionalism	3:30-4:30	1
11	Rifle Qualification*	8:00-12:00	4	15	Classification/Disciplinary Procedures	7:00-8:00	1
8-11	Correctional Officer Academy	7:00-5:30	40	15-18	Correctional Officer Academy	8:00-5:00	40
15-18	Annual Refresher	7:00-5:30	40	16	Emergency Actions/Procedures	9:00-10:00	1
15-18	Correctional Officer Academy	7:00-5:30	40	16	Chemical Agents	4:30-5:30	1
15	Purpose & Goals of ACA	7:00-8:00	1	17	Rifle Qualification*	7:00-11:00	4
15	Ethics & Professionalism	3:30-4:30	1	18	HIV/AIDS Awareness	7:00-8:00	1
16	Classification/Disciplinary Procedures	7:00-8:00	1	18	Blood borne Pathogens	8:00-9:00	1
16	Emergency Actions/Procedures	9:00-10:00	1	18	Standard First Aid/CPR	9:00-3:00	6
16	Chemical Agents	4:30-5:30	1	18	PREA	3:00-4:00	1
17	Rifle Qualification*	7:00-11:00	4	22-25	Correctional Officer Academy	8:00-5:00	40
18	HIV/AIDS Awareness	7:00-8:00	1	22-25	40 Hour Handgun Class	7:00-5:00	40
18	Blood borne Pathogens	8:00-9:00	1	25	Handgun/Shotgun Recertification	7:00-5:00	8

After entering the site for Behavior Based Safety (BBS) Course @ <http://flextraining.com>.

User Name will be your 6 digit PID # (You use it for Kronos!)

Password will be password (in lower case)

Upon completion of the training, forward a copy of the training certificate in accordance to the Training Department's normal instructions. Thank you for supporting our MDOC safety culture. You will be glad that you did! Remember that your family and love ones are depending on you to make it home safely. Know that the Loss Prevention Office remains available at (601) 359-5799 to discuss any safety issues.

MS Department of Corrections
723 N. President Street
Jackson, MS 39202

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