



Have You Heard...?

Spring 2019

Georgia Correctional Industries



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ENVISION. ENGAGE. EXCEL.



MISSION WALL COMPLETE

GCI held an official ribbon cutting ceremony for the new Mission Statement Wall on April 9th. The Mission Statement wall now stands in the front lobby of the Decatur office. For months, Larry DeFloria, Dwight Smith, members of Field Service and ATC residents worked to construct the wall. The wall features different elements showcasing the divisions of GCI.

"Committed to developing offenders' job skills needed for successful reentry into society while providing quality products and services for our customers through Manufacturing, Food Service and Agribusiness operations."



MR. WARD APPOINTED AS GDC COMMISSIONER



IMAGE COURTESY OF GDC DEPT. OF PUBLIC AFFAIRS

“PEOPLE, PLACES AND INFRASTRUCTURE”

The newly appointed Commissioner of the Georgia Department of Corrections (GDC), Timothy C. Ward says, “You do not control opportunities, but you control the preparation. I made sure I was prepared when opportunities arose there was no other choice but to choose me.”

Ward says each position he has had within the GDC over the last 27 years has been instrumental in helping him succeed. From starting as a Correctional Officer to opening McEver Probation Detention Center and converting a youth facility to Johnson State Prison, Commissioner Ward has experience in every realm at the department.



“An old co-worker sent me a text and said ‘Do you remember when you stood in front of my office and said you were going to be the Commissioner one day’? I said, yeah and it came true”, recalls Ward.

He has maintained a positive mindset and understood the mission of the department. Commissioner Ward says maximizing his job duties helped him to prepare for the next level.

Over the years, he has learned something from every GDC Commissioner, and each position he’s had in the past helps him relate to what is happening in the facilities now.

“I think that’s what I bring to the table, knowing those individuals, their jobs and what issues they face,” says Commissioner Ward.

“Our mission is non-negotiable. We protect and serve the public by running safe and secure facilities. The focus of these first 90 days is making sure those processes are in place,” explains Commissioner Ward.

There are three challenges Ward will pay special attention to: retention, contraband and aging infrastructure. Commissioner Ward says they are working to make sure employees are supplied with the training they need to not just make GDC a transitional job, but a long-term one. Ward also says, getting ahead of the contraband issue will solve many problems ahead.

“Once we can control the flow of contraband then we can be proactive in doing the things we need to do. Next is our aging infrastructure. The last major build we had was in the 90’s. Just like any house, you have to do the upgrades. We have a population that we know is getting more violent. We have to make sure that our infrastructure is one that can support us housing those more violent offenders,” says Commissioner Ward. Big plans are ahead for GDC, to continue to push the agency to be the best it can be.

“My goal is for us to be proactive and not reactive and by studying the past we will recognize the mistakes we have made. I’ve had to make some tough decisions. But every tough decision I’ve had to make was not for personal gain but for the GDC. My job will be making sure we are moving this agency forward and making sure we are the best run agency in the nation. My job is to make sure we continue to push this agency forward,” says Commissioner Ward. He says the key to doing that will be investing in people, places and infrastructure.

This story is courtesy of GDC’s *Impact Georgia Magazine*. For more information, visit www.gdc.ga.gov.

Youth Cattlemen Council Tours Joe Kennedy Farm

In January, Farm Services hosted a tour of Joe Kennedy Farm for the Youth Cattlemen Council. The students also attended a short presentation facilitated by State Livestock Advisor, Brent Galloway.

The tour group consisted of nearly 40 students. The tour was for young cattlemen who are in the cattle business or have an interest in starting a herd of cattle. The Youth Cattlemen spent the day touring other farms throughout southeast Georgia.



NCIA Audit at Phillips and Smith

Written by Janine Robinson



The National Correctional Industries Association (NCIA) conducted a PIE Assessment on Arrendale Package Program, Phillips Print Plant, and Smith Sign Plant March 26th and 27th. The purpose of annual PIE assessments is to assure that all programs are in full compliance with federal law and regulations.

GCI team members Janine Robinson, Dan Sumner, and Amy Pataluna accompanied NCIA Auditor Steve Smith, retired Colorado CI Director, during the assessment. Mr. Smith received a tour of the plants and interviewed up to 10 offenders at each location. Pre-assessment documentation was submitted in January which included DOL-approved training wage plans, 10th percentile wages, monthly payroll reports and deductions, as well as payment vouchers to the GA Crime Victim's Fund.

Under the PIE program, offenders receive wages starting at \$7.25/hour for jobs performed for the private sector. Mandatory deductions include 20% to room & board, 20% to mandatory savings, 10% to Crime Victim's Fund, and 10% to restitution. Participation in the PIE program is voluntary and offenders must agree to wages and deductions.

The Bureau of Justice Assistance (BJA) administers the PIE program and NCIA assists in administration, technical assistance, and compliance assessments. BJA will make the final compliance determination within 30 days of assessment.

BEEF EXPO

Farm Services Attends Beef Expo in Perry

GCI recently attended the 58th Annual Georgia Cattlemen's Convention and Beef Expo. The Beef Expo is an event that is held annually to provide education and opportunities to see the new technology and products in the cattle industry. Part of the Beef Expo is a commercial replacement heifer sale. This year GCI entered 48 head in the commercial sale and show. GCI received multiple awards including: Champion Pen of 3 Cow/Calf Pairs, Champion and Reserve Champion Pen of 2 Cow/Calf Pairs, Champion and Reserve Champion of 3 Open Heifers, Champion and Reserve Champion Pen of 2 Open Heifers. We are very proud of the hard work from the GCI beef herd crew. Thank you to those employees for their hard work and dedication.

Brent Galloway, GCI State Farm and Livestock Advisor, was handed the gavel of President of Georgia Cattlemen's Association on April 5th during the Georgia Cattlemen's Association Convention. Georgia Cattlemen's Association is a state association that represents 15,000 cattle producers across the state. This will be a one year term where he will represent the Georgia cattle producers on the state and national level.





KEN GORDON **Information Technology**

“Kenny is always going over and beyond to help us whenever we need him. He is extremely welcoming and always has a smile [on his face].”

- Lacie McCumber, Regional Office at GSP

“He helps out everybody (in the South Region) with all their I.T. problems. He always has a positive attitude and can change anyone’s mood from negative to positive. I always look forward to seeing him whenever he comes by the regional office. He is a TRUE HERO!”

- Renee Robins, Regional Office at GSP



JULIE MORGAN **Walker Metal Plant**

“I would like to nominate Julie Morgan at Walker Metal Plant. Julie has been employed at the plant for 22 years. She is an extremely valuable employee. She keeps up all our orders, ordering materials and making production schedules so that all employees know what orders are due and when they are due. She does the inventory and purchasing, working with our vendors to get materials delivered to the plant as needed for our products. She has run the plant in my absence and was instrumental when the plant was without a manager at times in the past. She always goes the extra mile to assist anyone who asks her for help whether they are a customer that needs assistance or another GCI employee.”

- Steve Kaylor, Walker Metal Plant Manager

Regional Safety Training held at Joe Kennedy Farm

GCI held its quarterly Regional Safety meeting in March at the Joe Kennedy guest house. The meeting was facilitated by Quality Control Coordinator, Larry DeFloria, and all plant and facility managers from the Southeast region were required to attend. The safety meeting focused on the three most common injuries in the workplace and ways to prevent them: (1) Ergonomics (2) Slips, Trips and Falls (3) Hand and Finger Safety.

Larry DeFloria also discussed the year-to-date injuries from fiscal years '17, '18 and '19, and he discussed the current and proposed accident report form. The Regional Safety meeting was held in February at Phillips Print Plant for the North region and in April at Valdosta Chemical Plant for the Southwest region.



Meet the Core Values Committee

The goal of the Core Value committee is to define GCI's core values as they relate to our operations: "Envision. Engage. Excel." The committee consists of GCI and GDC employees who volunteered to be part of the committee. The Official Kick-Off Meeting was held at the Decatur office in March. The committee is aiming to finalize their task no later than the beginning of FY20 (July 1). Committee members pictured below (L-R) Janinie Robinson, Dwight Smith, Joni Merk, Dan Dollar, Amy Pataluna, Ronnia Fann, Chris Corn, Debra Simmons, and Kevin Wade. Committee member not pictured: Debra Adamson.



OFFENDER DEVELOPMENT

Reentry: AutoCAD Training at Decatur COMING SOON!

Written by DeLana Powell

GCI's reentry effort is making great strides in the development and implementation of a pilot program for AutoCAD training at the Decatur office. This will be an instructor-based, college accredited AutoCAD training program. We are excited to have a partnership with and support of Atlanta Technical College, Urban League of Greater Atlanta and the Atlanta Transition Center (ATC). The current plan is to have up to four Atlanta Transitional Center residents in training by late May or early August to coincide with Atlanta Technical College's 2019 semester schedule. Coinciding with the college's semester schedule will allow our students to continue their education upon release without any lapse due to semester start dates.

Classroom instruction will be provided on a voluntary basis by former resident and GCI employee, Fernando Lindo. Having received his AutoCAD training through Atlanta Technical College, with the support of Urban League of Greater Atlanta, Fernando has been instrumental in bringing GCI together with key people in both organizations to help build this partnership.

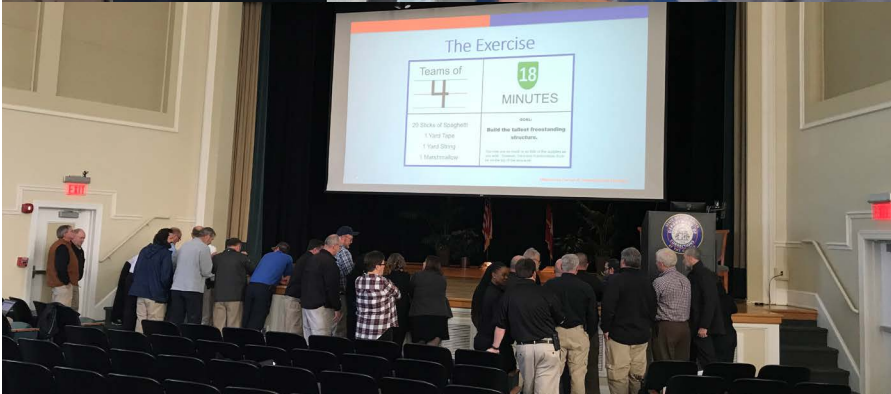
Working with Laura Scott-Gist, GCI's On-the-Training (OJT) Coordinator, we have developed the OJT program requirements for the AutoCAD training: the OJT Skill Competency Checklist and 1500 required hours. This will enable participants to complete OJT training even if they are released prior to completing the college accredited training from Atlanta Technical College.

Atlanta Transition Center residents counselor, Thaddeus Davis, has been working to find participants who meet the basic computer skills requirements needed for the training. So far, there are four participants who are ready to start as soon as our program begins. The summer semester is scheduled to begin in May, which is our ideal start date. However, with all of the details involved in setting up the site, the site accreditation through Atlanta Technical College and agreements between all parties, a more realistic start would be with the Fall semester. Once fully implemented, the training will be done in two phases based on Atlanta Technical College's curriculum. The first phase requires 14 semester hours and the second phase requires 12.

Many individuals throughout GCI and GDC have been involved in this project. From Sales working to get the right desks for the program, to Field Service setting up the training area, to GDC Office of Technology (OIT) providing I.T. support, to Inmate Services/Vocational Education coordinating different aspects of the OJT program. Their contributions have been invaluable in the process.

Employees Receive Comprehensive Human Resources Training Session Held at Tift

The annual GCI Human Resource Training was held in February at Tift. GDC HR Director, Betsy Thomas and GCI HR Manager, Tawanda Anderson facilitated the training session. The training covered major HR topics including FMLA, Workers Compensation, Timekeeping, Applicant Review/Interviews and Performance Management. The training is mandatory for all GCI Managers/Supervisors and is conducted by the GCI Human Resource Staff. The purpose of this training is to increase awareness, communication and standardization of operations. "As HR professionals, our expectation is to provide information and materials that will allow us, along with the support of management, to better assist employees more quickly and efficiently" says HR Manager, Tawanda Anderson.



Congratulations, Jan Preston!



Congratulations to Human Resources Analyst, Jan Preston, on passing her Society of Human Resources Management (SHRM) exam and receiving SHRM certification. GCI Human Resources Manager, Tawanda Anderson says "[SHRM] is a significant program in the Human Resources world."

Jan was part of a class of HR employees from GDC selected to participate. Jan supports GCI Administration and Manufacturing operations. Her office is located at State Office South at Tift.

30 YEARS OF SERVICE

Farewell: *Retiree Teresa Snow*

After 30 years of dedicated service to the state of Georgia, Teresa Snow retired in February as a Data Processor at Hays Optics Plants. Teresa began her career with GDC in 1990 as Secretary to Captain of Security at Hays State Prison. She began her career with GCI in 2009.

In retirement, Teresa plans to spend more time with her grandchildren and spend more time volunteering. We are thankful for Teresa's years of service and wish her the best of luck!



WELCOME

“Excellence Drives our Success”



Dan Fagan, Sales & Marketing Director

“Dan Fagan has been a long time resident of Georgia, but only recently learned about the mission and vision of GCI. He is excited to become an integral part of developing offenders’ job skills needed for successful reentry. He has expressed his desire to learn about GCI and the many great products and services we have to offer. I am confident he will apply his salesmanship skills and knowledge in mentoring and coaching our sales team to help them achieve greater levels of success!” - Dan Sumner, Business Development Coordinator



Steve Kinnett, Farm & Livestock Specialist II

“Please welcome Steve Kinnett to the GCI family. Steve has been farming his entire life in the central Georgia area. He was raised on a family farm and has also farmed on his own for many years. Steve is very talented in all aspects of farming which include all row crops, livestock, welding, and very well trained with specific mechanic skills with large equipment repairs. Steve is currently working with our Canned Vegetable Division at Rogers Farm Service in Reidsville, GA. We are very excited to have someone with the experience and drive that Steve brings to our organization. - James Rogers, Deputy Director of Agribusiness



Jimmy Thompson, Farm & Livestock Specialist

“Please join me in welcoming Mr. Jimmy Thompson to GCI as the new Farm & Livestock Specialist at our Lee Arrendale Farm location. Jimmy Thompson started with GCI Farm (Agribusiness) Service on March 1 and will be working directly with Brent Galloway to supervise and grow our beef operation in Alto, GA. Jimmy has a lifetime of experience in the beef cattle industry and will be instrumental in growing and improving our beef herd at this location. - James Rogers, Deputy Director of Agribusiness



Colby Williams, Dry Storage Warehouse Manager

“Hello. My name is Colby and I’ve been with GCI for almost two years. In 2017, I began my GCI career as a Purchasing Assistant II. Back in February, I was promoted to Food Distribution Unit (FDU) Dry Storage Manager. It all seemed to happen really fast, however, I am up to the challenge. In my new role, I plan to continue to provide the excellent customer service that has been the reputation of the Food Distribution’s Dry Storage Warehouse 1. I also plan to assist in any way I can to ensure operations run as smoothly as possible. I look forward to what the future holds.”

Brandon Altman

Farm & Livestock Specialist II
Rogers Farm Livestock Ops

Joseph Brown

General Trades Tech II
Joe Kennedy Farm Admin

Christopher Earl

Mechanic II
Joe Kennedy Farm Admin

Vicky Bentley

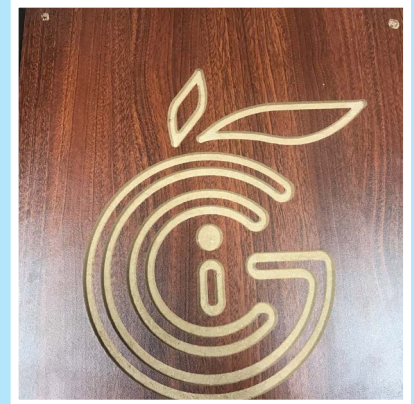
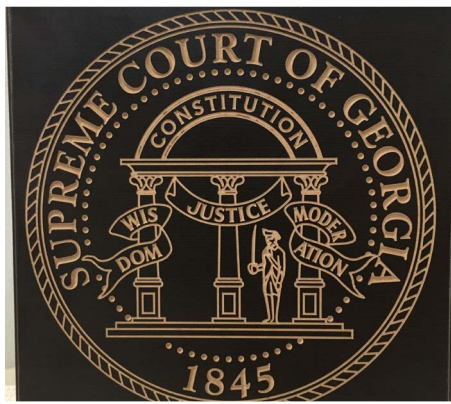
Data Processor
Hays Optics Plant

Jordan Calloway

Plant Operator III
Rogers Canning Ops

Michela Rineair

Financial Ops Generalist II
Rogers Farm Admin



Operations Highlight:

New CNC WOOD ROUTER

Written by Janine Robinson

A new CNC router has been purchased for Dodge Wood Plant. This tool will allow for better precision and automation of cuts for custom projects. It will increase efficiency by reducing PIE labor hours and allow GCI to be competitive in pricing. A new PIE wood product line will be introduced and available for the public to purchase. New products include Adirondack rockers, wall clocks, serving trays, cutting boards, and more. The computer controlled program has custom graphics that can be carved into wood products. Personalized names, initials, quotes, and other options can be designed on these items.



NATIONAL
CORRECTIONAL
INDUSTRIES
ASSOCIATION

2019 National Conference held in Minneapolis, MN April 15 - 18

GCI staff had the opportunity to attend the NCIA National Conference. During the conference, top professionals in the Correctional Industries across the nation were able to network and gain knowledge on emerging trends in our industries. The conference included a vendor trade show, training sessions from experts within our field and finally a tour of MINNCOR Industries and Federal Prison Industries/UNICOR plants.

“Each year, NCIA makes a special effort to acknowledge those individuals whose extraordinary skills and leadership in their respective programs improve Correctional Industries as a whole.” Mikesha Ford earned a spot on NCIA’s Honor Roll for the U.S. Southeast region and was recognized at the banquet on April 17. Both Amy Pataluna and Larry DeFloria presented at the national conference.

GCI was represented by Business Development Coordinator, Dan Sumner; Deputy Executive Director, Amy Pataluna; Quality Control Coordinator, Larry DeFloria; Plant Manager, Mikesha Ford; Sales Director, Dan Fagan; PIE Coordinator, Janine Robinson and Executive Director, Chris Tiller as pictured below.



