



Have You Heard...?

Summer 2019

Georgia Correctional Industries

In This Issue

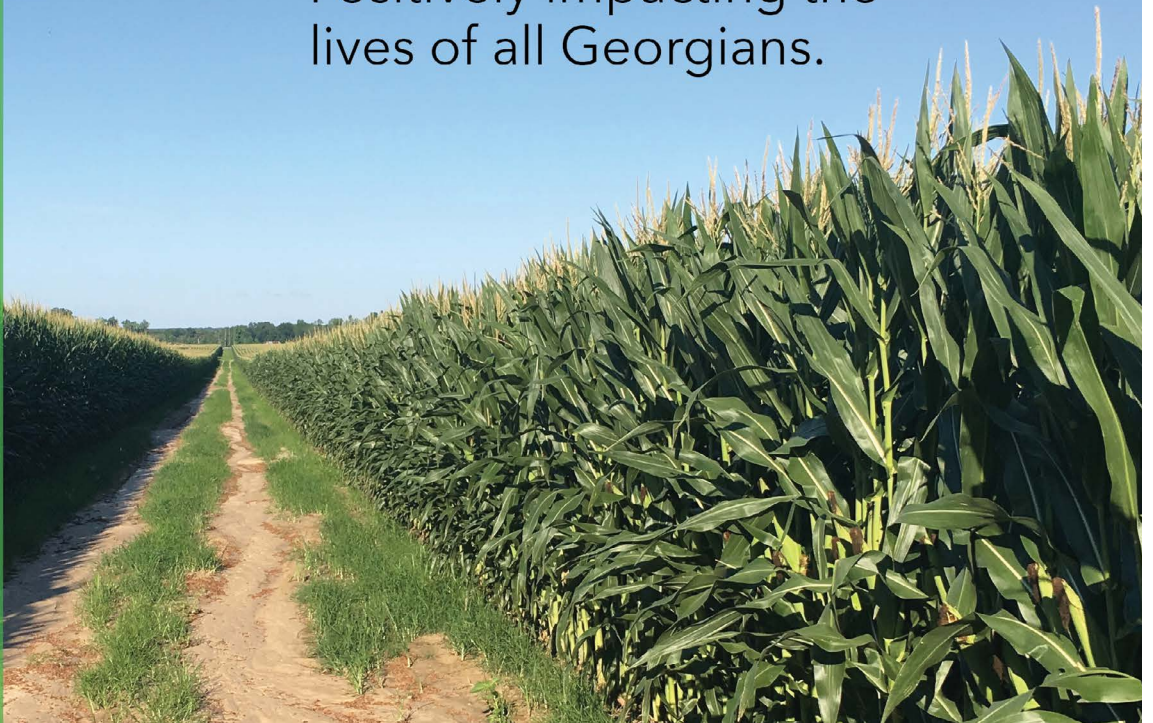
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Our Mission



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.

Our Vision



Positively impacting the lives of all Georgians.

Our Core Values

ENVISION



Visualize Goals
Identify Opportunities
Plan for Success

ENGAGE



Empower Ownership
Ignite Motivation
Embrace the Mission

EXCEL



Lead by Example
Maximize Potential
Surpass Expectations

Top Accomplishments: **FY19**

GCI Partners with South Carolina DOC to Produce Metal Cuff Ports:

The Metal Plant located at Walker State Prison was tasked with producing cuff ports. These ports are made of ¼” steel with a 1” steel hinge. The parts are cut and then formed on a machine that can easily bend heavy steel. The parts are then welded together and ground smooth so they are robust enough to withstand the rigors of prison life.

GCI has produced over 5,000 cuff ports for South Carolina DOC. The order shipped 1,000 ports every 3 months. One of the biggest benefits of this order is that it qualifies as a PIECP (Prison Industry Enhancement Certification Program) order. This program allows offenders to be paid a prevailing wage as it compares to similar jobs in the community. A total of 120 offenders have been able to benefit from this PIECP order equating to 13,413 work hours to complete the project. GCI continues to strive to increase PIECP job opportunities for offenders and hopes to partner with other states on future projects.

GCI and GDC Partner to Open Wood Store at Ware State Prison:

The Wood Store was inspired by Governor Nathan Deal and Commissioner Greg Dozier’s vision to showcase the talent and skill-sets learned by offenders while incarcerated. The store opened to the public on October 1, 2018. The store displays wood crafts voluntarily created by offenders through the pursuit of a hobby or recreational activity while incarcerated. Items available for purchase include rocking chairs, corn hole boards, step stools, cutting boards, bird houses, designer bowls, checker boards, and much more. Proceeds will benefit the Correctional Peace Officers Foundation and the offenders who created the crafts.

GDC’s Officers’ New Uniform Implementation:

GCI and Georgia Department of Corrections (GDC) Care and Custody Division partnered to develop and implement a new Correctional Officer Uniform for the Department of Corrections. Following the recommendations of a uniform wear test committee, GDC identified the uniform components and utilized GCI to add customization to the uniforms making them unique to the department. Care and Custody conducted a statewide employee sizing campaign in order to expedite orders to GCI for each Correctional Officer. GCI constructed a new production line at its Garment Production Plant, located at Pulaski State Prison. This allows GCI to accommodate the volume of customization orders from GDC. GCI began delivering uniforms to Care and Custody in July of 2018. Currently, all GDC facilities have received an initial shipment providing uniforms to over 5,000 employees. Moving forward, Care and Custody and GCI will continue collaborating to provide uniforms for cadets, promotions, size changes, wear and tear, and rehire needs for the department.

GCI Supports Community Needs During Hurricane Michael:

GCI is one of the few agencies within the state that has emergency feeding capabilities. GCI, along with a number of other agencies, is available to assist Georgia Emergency Management Agency (GEMA) when called upon. The aftermath of Hurricane Michael, was one of these instances. GCI provided support for GDC by providing mobile kitchen support to ensure there was no interruption in meal service to offenders. GCI was also contacted to send the mobile kitchen, generator and water tanker to Albany, GA to support GEMA and Salvation Army efforts to feed first responders. GCI staff was on site to assist with set up and training of volunteers. GCI was also contacted to provide food and supplies to support the Department of Defense mobile kitchen in Colquitt, Georgia, as well as Donalsonville, Georgia to support GEMA and the Salvation Army. GCI is honored to be able to support our communities in their time of need and will continue to be prepared for future requests.

Back to the Basics: FY19



Mission Driven

- Focus on why we are here
- Focus on who we impact daily
- Find purpose in everything we do



Customer Service

- Be customer focused - It takes everyone
- Be courteous and timely in all communication
- Exceed all customer expectations



Top Quality

- Quality products and quality service every time
- Settle for nothing less than excellence
- Teach others to do the same



Budget Conscious

- Be knowledgeable of our expenditures
- Look for ways to improve processes and increase efficiencies
- Reduce waste and reuse where possible

EMPLOYEE APPRECIATION

"Thank you for your hard work and dedicated service."



The State Employee Recognition (Appreciation) Week was May 5-11 and State Employee Appreciation Day was May 8. "During the week of employee recognition, thousands of dedicated individuals who make up the state's workforce are honored for their dedication and daily efforts to making our communities thrive" according to the Team Georgia website.

The Decatur office hosted events during Employee Appreciation Week that encouraged team building and inter-office networking. Executive Director, Chris Tiller, hosted a luncheon and expressed his appreciation for the hard work and dedicated service of all GCI staff on a daily basis. Some off-site staff also hosted events at their locations during Employee Appreciation Week.





Toombs County Agribusiness Students Visit Rogers

"This was a good group to showcase our farm to in hopes to attract some future employees."

In May, Rogers Farm hosted a tour for middle and high school students from Toombs County's Agriculture Program.

The tour was led by State Livestock Advisor, Brent Galloway. Students toured the dairy, swine, beef and row crops operations, and the Canning Plant. The tour was followed by lunch at the Warden's club house and was sponsored by Toombs County Farm Bureau.

"This was a good group to showcase our farm to in hopes to attract some future employees. And I would like to thank all farm staff for helping make this tour so educational" said Brent.



100% OJT Goal Met at Cannery

On-the-Job Training (OJT) programs were successfully added to our Agribusiness Operations during FY19. One of our training programs was added to Rogers Farm Canning Plant in Reidsville, where we can approximately 200,000 cases of vegetables per year.

During FY19, 36 offenders completed OJT at the Canning Plant. Offenders learn how to sort and grade vegetables; trim, peel and slice products; use processing equipment; and process items according to specifications.

Everyday HERO

"With an operation as big as ours, sometimes random acts of kindness may go unnoticed. We want to highlight and recognize employees for random acts of kindness, great qualities and employee excellence."

AKENA DAVIS

"Akena truly goes above and beyond for the entire GCI from our Decatur office from top to bottom! She's always helpful and she always has a smile on her face. She manages our office very well and ensures that we all have what we need. Akena rocks!"

- Joseph Ifebi, Inside Sales Rep (Decatur Office)



DAVID HORNE

"David is one of the most positive and happy people I have ever met. He is always upbeat and willing to help out with whatever task I throw his way. I am very lucky to call David Horne my coworker and friend" - Lacie McCumber, Financial Ops Generalist (Telfair Tag Plant)

"The Print and Tag Plants work together on all aspects of the temporary tags that go to the Dealers Association and counties. He is extremely knowledgeable about his job and is always quick to respond to any request I have ever made. He is always polite, courteous and respectful whenever I speak with him. He has a lot of experience in his field and is always willing to share his experience and knowledge. He always finds a way to make me laugh and brighten my day."

- Joni Merk, Print Plant Supervisor



MARIAN KING

"Mrs. King is a very loving and kind person. Even at the age of 76, she takes her time to help any one who is in need or just needs someone to talk to. She gets up just about every morning and cooks lunch and brings it to anyone who wants to eat. Trust me, if you don't want to hurt her feelings you will eat. She also takes the time to teach inmates the proper way to sew. At GCI and in her personal life, Mrs. King is dedicated and always goes over and beyond to help those around her. She's always lending a helping hand with a smile on her face. She is a true asset to GCI and it's a pleasure working with her." - Franklin Hatcher, Hancock Embroidery Plant Manager



DAWN TYSON

"I would like to nominate Dawn Tyson. She has been helping us at the Chemical Plant since January. She now only comes by occasionally since we have filled all of our Supervisor I positions. She has helped us with inventory, orders, and pitched in on the line when needed. She has also been known to help a baby bird or two that have fallen from their nest. She always says "if we don't take care of the babies then who will." I think that she is a good person and a great teacher. We have benefited from her being here." - Megan Barber, Supervisor I (Chemical Plant)



Backpack Project



Written by DeLana Powell

In February, GCI decided to follow the lead of Utah Correctional Industries; their effort to provide much needed backpacks for school-age children in their state was featured in the January NCIA E-brief. What started out as a small group, with great ideas, turned into a much larger group with grand ideas and innovative ways to achieve them.

Through a combined effort involving staff at the Decatur office, with staff and offenders at Montgomery, Hancock and Pulaski plants, we have been able to realize our goal. Surplus fabric from Montgomery Upholstery and GCI vendor donations made for great colorful backpack flaps. Hancock Embroidery provided the GCI logo and sentiment "Excellence Drives Success" on each flap. Everything came together beautifully at hands of staff and offenders at Pulaski Garment where all of the components were assembled. From the first cut of the patterned fabric to the final snip of errant thread, and at every step in the process, it was evident from finished goods that everyone put in their best effort.

A total of 500 backpacks were delivered to Jerry Kellar, Program Director for DeKalb Access and Resource Center, part of Georgia DFCS, in July. Mr. Kellar and his staff worked with other community partners to fill each backpack with school supplies. The backpacks were distributed by DFCS at back-to-school events in DeKalb and Fulton counties. Each county received 250 backpacks for distribution.

Each and every offender assigned to GCI's Hancock Embroidery and Pulaski Garment operations signed acknowledgment waivers to be able to work on the project; which was a completely voluntary project. This speaks volumes to the positive impact GCI is having on those assigned to our operations.

One offender who worked on the project said "My kids said they were proud of me when I told them what I was working on."

500 Backpacks

delivered to Jerry Kellar, Program Director for DeKalb Access and Resource Center, part of Georgia DFCS.

DeKalb County and Fulton County

The backpacks were distributed by DFCS at back-to-school events. Each county received 250 backpacks for distribution.

Hancock, Montgomery, and Pulaski

Through a combined effort, the project was achieved.



Tiffany (Patterson) Macklin



Judy Caulder and Cheyenne Singletary



ATC Resident and Cabastian Jenkins

30 Years of Service



Farewell to Our Retiree, Pam Johnson

After nearly 31 years of dedicated service to the state of Georgia, Pam Johnson retired on June 30 as Sales Representative for the Middle Georgia region.

Pam began her career with GCI in 1988 as a Receptionist at GCI's main office that was located in Tucker, Georgia. From there, Pam held many positions with the company including Accounts Payable, Production Control Coordinator, and Panel/Upholstery Plant Manager.

In retirement, Pam plans to pursue a second career, spend time with her family and friends, and travel. We are thankful for Pam's years of service and wish her the best of luck.



WELCOME

“Excellence Drives our Success”

Grady Byers, Farm Manager

“Grady started in the Dairy industry in 1993 working for a large commercial dairy in his home town of Bell, FL. He has enjoyed being a part of the dairy industry ever since, with experience in different types of dairies, ranging from a small family owned farm to a 5,500 cow dairy including 2 University teaching dairy farms. In his free time he enjoys camping and spending time doing outdoor activities with his wife and children. We are very excited to have Grady join our team at GCI and look forward to working with him daily.”

- Brent Galloway, State Livestock Advisor



Michael French, Purchasing Assistant II

“Please join me in welcoming Michael French to the GCI Team. Michael is a family guy who comes to FDU warehouse with five years of warehouse and forklift experience from Macon Cigar and Tobacco (MCT). He is an awesome addition to GCI. We are glad to have him on our team!” - Colby Williams, Dry Storage Warehouse Manager



Gwendolyn Kitchens, Garment Plant - Supervisor I

“The GCI Washington Textile Plant would like to introduce Gwendolyn Kitchens to the Washington staff and GCI team. Gwendolyn has eighteen years experience with the Department of Correction starting out at Hancock State Prison in 2001 then moving to Washington State Prison in 2006 and has worked with them up until June 14, 2019 as a Security Officer. During her time with Washington State Prison from 2015 until 2018 Gwendolyn was the Security Officer over Key Control. The staff at Washington is very excited to have Gwendolyn become part of our team. Please join us in welcoming Gwendolyn to the GCI team.” - Vickie Langston, Washington Plant Manager



Trevor Robinson, Dietitian Advisor

“It is my pleasure to introduce Trevor Robinson who is our new Food Service Dietitian. Trevor comes to us with years of experience in clinical dietitian and as a consulting dietitian. He is a graduate of University of Georgia (cum laude) with a Bachelor's of Food and Consumer Services. Please join me in providing a warm welcome to Trevor. He will be a great asset to our team.” - Bobby Wiseman, Deputy Director of Food Service



Thomas Everett

Supervisor I
Walker Metal Plant

Jermaine Graydon

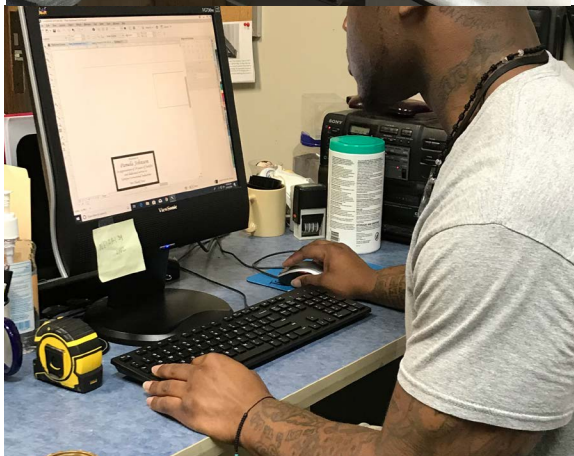
Supervisor I
Valdosta Chemical Plant

Larry Thomas

Supervisor I
Valdosta Chemical Plant



OPERATIONS HIGHLIGHT



Written by Lakethia Tolen

The Engraving Department is located on the second floor of the Decatur office and mainly produces trophies, awards and plaques. As of late, the Engraving Department has incorporated into the department the production and selling of promotional items such as key chains, cups, coffee mugs, tumblers and banners with the assistance of the Screen Plant. The Engraving Department currently has a contract with the City of Atlanta and services all Clayton County Parks and Recreation. In addition to providing awards for two of the major cities in the Metro area, the Engraving Department also provides merit and retirement awards for all state, county and city agencies including MARTA, and the new city of Stonecrest.

The department is headed by Lakethia Tolen (Plant Manager) and Kizzy McKinley (Supervisor). There are two residents from the Atlanta Transitional Center (ATC) assigned to the department who participate in on-the-job-training. The residents get hands-on training in graphic design using Corel Draw, small press operations, wood cutting and wood assembly.

Since January 2019, the Engraving Department has produced over 60,000 trophies, awards, plaques and promotional items. The most recently acquired equipment is the sublimation mug press. The sublimation press allows the Engraving Staff to dye sub (a chemical/gas heat transfer process) on materials such as plastic, aluminum, acrylic and fabric. With this equipment, the department was able to produce 500 full color mugs in three days for the Women's Department of Veterans Services.

Production Facts

60,000

Since January 2019, the Engraving department has produced over 60K trophies, awards, plaques and promotional items statewide.

500

In June, the Engraving department produced over 500 sublimated coffee mugs for the Women Veterans' Office.

SYNERGY

A Day at Central Office

The purpose of “Synergy: A Day at Central Office” is to provide off-site staff an opportunity to network and gain a more in-depth understanding of how each employee’s job is linked to their positions. The visit involves networking with the Executive team, the Warehouse Supervisor, PIE Coordinator and Reentry Coordinator.

In May, the attending staff (pictured below, from left to right) was:

Jimmy James, Statewide Food Service Advisor

Jimmy Thompson, Alto Farm - Farm & Livestock Specialist III

Joe Langston, Walker Metal Plant - Supervisor III

Willie Cannon, Autry Shoe Plant - Supervisor I



“Safety is no Accident”

Written by Larry DeFloria

Working in corrections is like no other industry. Security is the culture. Security greets you at the front gate with metal detectors, body scans, opening bags and emptying pockets. Everything you see, do or touch while inside is security related. It's a culture.

Safety in our workplace should be no different. Every operation within CI, from operating equipment to sweeping floors, should have the same emphasis on safety.

Creating a culture where safety is paramount requires a Health and Safety Program where everyone from executive management, to front line supervisors and offenders working the equipment are a part of the program.

Occupational Safety and Health Administration (OSHA) has published its new “Recommended Practices for Health and Safety Programs”. In the publication OSHA states “traditional approaches were often reactive, and problems were addressed only after a worker was injured. The main goal today of a safety and health program is to prevent workplace injuries, illnesses, and deaths; as well as, the suffering and financial hardship these events can cause the workers, their families, and employers”.

In Georgia, newly assigned offenders are given orientation training consisting of, right to know and Georgia Correctional Industries (GCI) Safety Policy. Each offender is then given in-depth safety training for the operation he/she will be performing. This training consists of machine specific safety procedures and Job Safety Analysis (JSA). All training is documented and placed in the offenders file. Each year the offenders receive refresher training on all machine specific safety procedures and JSAs. In addition to the training, GCI conducts weekly safety talks/meetings with offender staff where subjects such as: machine guarding, proper lifting, hand safety, PPE, etc. are discussed. Offenders are required to attend these meetings and are encouraged to participate in the discussion.



Emergency Response Training at FDU

Preparing for Hurricane Season 2019

Written by Bobby Wiseman

In July, Food Service held its annual training for members of the Emergency Response team. Inspecting emergency equipment to ensure that it will be ready to go if we are called on by FEMA or Department of Corrections in time of an emergency. Staff was trained on the proper way to assemble all equipment taking in mind safety precautions. GCI has the capability of preparing thousands of emergency meals per day. In order to make a response successful, it takes all GCI departments working together.



August is **KIDS** eat right. MonthTM

Academy of Nutrition and Dietetics Foundation
kidseatright.org

#kidseatright

September is **National Family Meals Month!**
For the fourth year in a row, we're joining this nation-wide movement that inspires families to eat at home more often and highlights the importance of sharing meals together with your family.

[LEARN MORE](#)



