



# *Have You Heard...?*

Winter 2019

Georgia Correctional Industries

## **In This Issue**

- 2** Mission Statement, Vision Statement, Core Values
- 3—5** 2019 GCI Management Conference
- 6** Staff Excellence Awards
- 7** Faithful Service Awards
- 8** NCIA Honor Roll: Mikesha Ford  
Beyond The Call of Duty

- 9** Everyday HERO  
Welcome: Imani Oden
- 10** Retirees
- 11** New Employees, Transfers & Promotions
- 12** Leadership: *8 Must-Have Qualities*
- 13** Operations Highlights: Field Service  
North Carolina Tours GCI Tag Plant
- 14** 2019: What Lies Ahead
- 15** Tips: Flu Prevention



# ENVISION. ENGAGE. EXCEL.

## **GCI's Mission Statement:**

**"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."**

## **Vision Statement:**

**"Positively impacting the lives of all Georgians."**

## **Tagline:**

**"Rehabilitation through Innovation"**



***New Email Signature  
Line:***

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# Annual Management Conference: Callaway Gardens—Pine Mountain, GA



Our 3rd Annual Management Conference was held on January 9 –11 at Callaway Resort and Gardens® in Pine Mountain, GA. Over 90 GCI employees and special guests attended.

The purpose of this year's conference was "Taking It To The Next Level" by focusing on leading by example and discussing ways to embrace our new mission, vision, core values and live by these principles on a daily basis: *Envision. Engage. Excel.*





## “Taking It To The Next Level”

During the conference, attendees participated in team building activities: Marshmallow Challenge and Paper Telephone (both are pictured below). These activities were designed to encourage collaboration, networking and effective communication. Leadership principles were discussed; asking attendees to share their expectations as leaders, how they lead by example and how their role impacts others.

Attendees defined each of our Core Value components: "*Envision. Engage. Excel.*", explaining how we can translate these into our daily practices and effectively communicate to staff. Our goal is to develop clear definitions that everyone identifies with, becomes part of our daily practices, clearly define our purpose and takes GCI to the next level and beyond.





# “Taking It To The Next Level”







# 2019

## *Staff Excellence* **Award**

*In recognition of your outstanding performance,  
dedication and positive attitude in all that you do.*

**Your Excellence Drives Our Success.**



Joni Merk



Nicole Farmer



Scott Evans

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**Rufus Crews**— Chemical Plant

**Akena Davis**—Decatur

**Robert Edwards**—Farm Services

**Scott Evans**—Transportation

**Nicole Farmer**—FDU

**Brent Galloway**—Farm Services

**Joni Merk**—Print Plant

**Janine Robinson**—Decatur

**Jerry Simpson**—FDU

**Dwight Smith**—Decatur

**Glen Teague**—FDU

**Billy Thigpen**—Field Service

**Tyler Tucker**—Sign Plant

**Al Whitley**—FDU





# 2019

## *Faithful Service*

# Award

*The state of Georgia recognizes employees who complete 10, 20, 25 and 30 years of service with a service award certificate and lapel pin. Employees with 5, 15, and over 30 years of service receive an award certificate.*



Lynette Fulford, 30 years



Pam Johnson, 30 years



Marcus May, 30 years

**Joel Gordon (5)** - Transportation

**Robert Murray (5)** - Print Plant

**Linda Williams (5)** - Garment Plant  
\*Washington

**Kathy Easterling (10)** - Sign Plant

**Cliff Oliver (10)** —Shoe Plant

**Tony Sanders (10)** - FDU

**Barry Cammack (15)** — Farm Services

**Amy Pataluna (15)** - Executive Operations

**David Horne (20)** - Tag Plant

**Marian King (20)** - Garment Plant  
\*Hancock

**Patsy May (20)** - Garment Plant  
\*Pulaski

**Dawn Tyson (20)** - Operations

**Larry DeFloria (25)** - Operations

**Brad Dole (25)** - Operations

**\*Lynette Fulford (30)** - FDU

**\*Pam Johnson (30)** - Sales

**\*Marcus May (30)** - Wood Plant



# Mikesha Ford Earns NCIA Honor Roll Recognition



“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, Plant Manager at Central State Prison, earned a spot on NCIA’s Honor Roll for the U.S. Southeast region.

The 2019 NCIA award winners will be recognized for all their hard work and celebrate their achievements at the NCIA Awards Banquet scheduled for Wednesday, April 17, 2019 at the Hyatt Regency hotel in Minneapolis, MN.

Congratulations, Mikesha. We appreciate all that you do!

## “Beyond the Call of Duty”

Congratulations to the Winter 2019 “Beyond the Call of Duty” recipients: Joe Jackson and Clint Walker.

The *Beyond the Call of Duty* award is given in recognition of staff who go over and beyond the requirements of their job responsibilities for the benefit of GCI with a positive attitude and professionalism.



GCI Mobile Kitchen set up to support GEMA operations

GCI would like to recognize Joe Jackson for being very instrumental during Hurricane Michael in getting the mobile kitchens setup in several location in the state. He responded to each task in a prompt and efficient manner allowing the mobile kitchens to be setup and in use within the very same day. Although Joe was affected by Hurricane Michael, losing power and severe property damage, he still had a great attitude throughout the whole process.

GCI would like to recognize Clint Walker for being very instrumental in getting the mobile kitchens and equipment delivered to several areas in the state. Clint pulled the generator himself to the site for setup to make sure it was there on time, and also arranged for us to take it to Donalsonville, Georgia to help feed 550 or more people that were affected by the hurricane. Without his planning and willingness to help, the task would not have been accomplished.



(L-R) Joe Jackson, Clint Walker and Bobby Wiseman



Salvation Army trucks and Food Service Water Tank



# Everyday HERO



## Ronnica Fann

“Nominated by several individuals within GCI; Ronnia is an *Everyday Hero* for a variety of reasons. With a wealth of knowledge in various areas of operations, she is a great resource for those who have questions or need guidance on “how to” get something done. She has a passion for her work and displays a “go get ‘em” attitude. Ronnia is always willing to provide support to anyone and does it with a smile. In the role of GCI’s Project Manager, she is assigned a variety of special projects and is key to the success of those projects.

- DeLana Powell, Re-Entry Coordinator, Decatur



## Tyler Morgan

“I would like to recognize Tyler Morgan. Tyler began his career with GCI in September of 2017. He always shows a lot of interest and learns fast. Recently, Mr. Morgan won an award from Dodge State Prison for missing no scheduled work time in the October-December quarter. He is never late and always quick to do any task that will benefit the team.

Away from work, Tyler is also a volunteer fire fighter. He puts a lot time and practice into that also. In season, he also spends time coaching little league football. In short, Mr. Morgan has the kind of attitude and work ethic that makes him an asset in whatever he does.”

- Mike Rowland, Dodge Wood Plant Manager

# Welcome,

## Inside Sales Representative: Imani Oden

“Hi! I’m Imani. I became a part of the GCI team back in November. I am a graduate of ‘the’ Fort Valley State University with a Bachelor’s in Mass Communications. I am confident that my bubbly personality and great communication skills will enable me to be a valuable asset to GCI, and I look forward to my career here at GCI.”





# Farewell to our Retirees



## Tim Howard

After 30 years of dedicated service, Tim Howard retired on January 1 as a Plant Operator at the Canning Plant at Rogers Farm. Tim first started at Rogers in 1991 and began his career with GCI in 2004 as a Plant Operator III.

In retirement, Tim plans to hunt and do more field trials. We are thankful for Tim's years of service and wish him the best of luck!

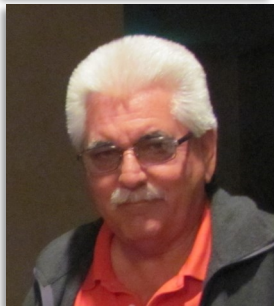


## Mary James

After 13 years of dedicated service, Mary James retired on December 1 as the Receptionist at the Decatur Office.

Mary began his career with GCI in 2005 as receptionist for Food and Farm Services. In 2008, Food and Farm Services moved to the Decatur office where Mary continued the role of receptionist for the entire office.

In retirement, Mary plans to travel, spend time with her family and learn line dancing. We are thankful for Mary's years of service and wish her the best of luck!



## Don McDuffie

After 27 years of dedicated service, Don McDuffie retired on January 1 as Food Service Advisor for the Southeast Region.

Don began his career with Food Service at Dodge State Prison in 1993. He then became a Food Service Manager at Telfair State Prison in 1996 and was promoted to Food Service Director at Telfair in 1997. In 2014, Don was promoted to Regional Food Service Advisor.

In retirement, Don plans to spend time with his two granddaughters and family. We are thankful for Don's years of service and wish him the best of luck!



## Mark Sharp

After 21 years of dedicated service, Mark Sharp retired on December 1 as the Plant Manager at Autry State Prison in Pelham, GA. Mark began his career with GCI in 1997 as a Supervisor I at Autry Shoe Plant and from there, worked his way up to Manager in 2017.

In retirement, Mark plans to spend time with family (especially his new grandson), hunt and fish. We are thankful for Mark's years of service and wish him the best of luck!



## James (Derrell) Thigpen

After almost 12 years of service, Derrell retired on February 1 as Dairy Manager at Rogers Farm. In 1997, Derrell began at Rogers under the University of Georgia's Dairy program and transferred to GCI in 2007.

In retirement, Derrell plans to fish, coach softball and spend more time with his wife, Holly, and his daughter, Belyn. We are thankful for Derrell's years of service and wish him the best of luck!



# Welcome

## • “*Excellence Drives our Success*” •

Kelvin Anderson	• Heavy Equipment Operator	• Transportation
Joe Langston	• Supervisor I	• Walker Metal Plant
Imani Oden	• Inside Sales Representative	• Decatur Office
Carla Payne	• Financial Ops Generalist I	• FDU
Otis Pope, III	• General Trades Tech I	• Field Service
William Eugene Rineair	• Farm Manager	• Rogers Farm, Row Crops
Amber Michelle St. Laurent	• Data Processor	• Telfair Mattress Plant
Otis Wiggins, Jr.	• General Trades Tech II	• FDU Maintenance

## Promotions & Transfers

LaDarius Brown (P) — Heavy Equipment Operator II (FDU)

Jeromy Calloway (P) — Plant Operator Supervisor (Rogers Farm, Dairy)

Ronnie Adams (T) - Supervisor I (Colony Farm)

Jimmy Lindsey (T) — Sales Representative (Decatur Office)

Matthew Roberts (T) - Farm and Livestock Specialist II (Rogers Farm, Dairy)





**PROVIDES**

**Direction, Inspiration & Guidance**

**EXHIBITS**

**Courage, Passion & Confidence**

**NUTURES**

**The strengths and talents of their people**

**BUILDS**

**Committed to achieving common goals**



# Operations Highlights

## *GCI Field Service & Newest Technician: Otis Pope*

The Field Service Team is vital to GCI Operations. They service the entire state performing various duties including furniture installations, chemical dispensing equipment installations, workstation installations, and furniture repair.

“My team works really hard and always goes over and beyond to get the job done. They even work odd hours if necessary. Whatever it takes” says Field Service Supervisor, Kevin Hudson.

Field Service has four technicians and one supervisor. The newest member of the team is Mr. Otis Pope, III. Otis Pope came to GCI in November 2016 as part of a work detail assigned from Atlanta Transition Center. During his time on work detail, he showed daily his strong work ethic, dependability and desire to be successful upon release. Otis was released in June 2018 and through the interview process joined GCI in November 2018. We are excited not only for the opportunity this has provided for and his journey to successful reentry.



## *North Carolina C.I. tours Telfair Tag Plant*



GCI's Tag Plant, located at Telfair State Prison, hosted individuals from North Carolina Correction Enterprises (NCCE) this past December. Mary Helen Bullard and Tracey Goodwin from NCCE Tag Plant, joined GCI Plant Manager, Dana Grinstead, and Regional Operations Manager, Brad Dole, for an in-depth tour of our Tag Plant operation. The tour included live production of tags from start to finish. GCI was joined by Von Swalley of Intellectual Technology, Inc. (ITI). Having Mr. Swalley on site during the tour allowed ITI to address any software related questions immediately. NCCE has been tasked with converting their production from embossed to digital license plate (tag) and hopes to mirror our operations both in technology and security.



# 2019:What Lies Ahead

This year, we will strive to incorporate our mission, vision, and core values in all that we do. With the continued dedication and hard work of each staff member, we can certainly “take it to the next level.”

## TAKING IT TO THE NEXT LEVEL

- Employee Recognition
- Continue improving customer service and quality control
- More involvement with NCIA (National Correctional Industries Association)
- Continue communication with stakeholders



## NEW P.I.E. PROGRAMS

- Hancock Embroidery Plant and Telfair Mattress Plant added
- Available Spring 2019



## RENOVATIONS AT PULASKI GARMENT PLANT

- New Officer Uniform line
- Operation will include sewing name tapes and rank insignia on shirts
- Uniforms for BCOT and replenishment



## CAD TRAINING FOR OFFENDERS

- New initiative for Central Office
- Program will begin as OJT
- Offenders will be able to earn CAD certificates in the future



## LEADERSHIP TRAINING

- Key objective for FY19: Continue training our staff at all levels
- Implementing our Mission Statement and Vision Statement



# Everyday Preventative Actions Can Help Fight Germs, Like Flu

## CDC recommends three actions to fight flu:

1. The first and most important step is to get a flu vaccination each year.
2. If you get sick with flu, take prescription antiviral drugs if your doctor prescribes them. Early treatment is especially important for the elderly, the very young, people with certain chronic health conditions, and pregnant women.
3. Take everyday preventative actions that may slow the spread of germs that cause respiratory (nose, throat, and lungs) illnesses, like flu.



## What are some everyday preventative actions?

- Try to avoid close contact with sick people.
- If you or your child gets sick with flu-like illness, CDC recommends that you (or your child) stay home for at least 24 hours after the fever has gone, except to get medical care or for other necessities. The fever should be gone without the use of a fever-reducing medicine.
- While sick, limit contact with others as much as possible to keep from infecting them.
- Cover your nose and mouth with a tissue when you cough or sneeze. After using a tissue, throw it in the trash and wash your hands.
- Wash your hands often with soap and water for at least 20 seconds. If soap and water are not available, use an alcohol-based hand rub.
- Avoid touching your eyes, nose and mouth. Germs spread this way.
- Clean and disinfect surfaces and objects that may be contaminated with germs that can cause respiratory illnesses like flu.
- If an outbreak of flu or another illness occurs, follow public health advice. This may include information about how to increase distance between people and other measures.
- Routinely clean frequently touched objects and surfaces like doorknobs, keyboards, and phones, to help remove germs.
- If you begin to feel sick while at work, go home as soon as possible.

For more information, visit:

[www.cdc.gov/flu](http://www.cdc.gov/flu) or call 1-800-CDC-INFO



U.S. Department of  
Health and Human Services  
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Control and Prevention



