

INSIDE CORRECTIONS

Official Newsletter
of the Kentucky Department
of Corrections



LaDonna
Thompson
Commissioner

Vol. 5, Issue 4 - October 2012

Annual CERT Training Held at Northpoint

*Teams from every state
prison participated*

By Todd Henson
Public Information Officer

The Corrections Emergency Response Teams (CERT) conducted their 2012 annual training at the Northpoint Training Center (NTC) on September 6th.

This year's exercise consisted of a large scale search of the entire facility. The CERT teams simultaneously entered and secured all living areas of NTC and then conducted a search of all inmates and areas for dangerous contraband.

Please See CERT, Page 2



CERT teams from every institution in the state gathered at NTC for their annual CERT team training. Photos to right: CERT team members searched inmates and living areas in the NTC dormitories.



BCFC To Mark 50th Anniversary

This year marks a grand achievement for the smallest of 12 state prisons in Kentucky.

The Bell County Forestry Camp (BCFC) has been nestled in the foothills of Pine Mountain and the Kentucky Ridge State Forest for 50 years this October.

In the beginning, two agencies, the Division of Corrections and the Division of Forestry, decided to join forces in an effort to benefit both agencies and their endeavors. It all started with 27 inmates carefully chosen from the Kentucky State Reformatory (KSR) in Lagrange and deemed "The Bell County Forestry Camp." This effort was an experiment to open up an entirely new concept in the rehabilitation of minimum security inmates in Kentucky.

For the Division of Forestry, it held the promise of badly needed assistance in forest improvement and fire suppression. Once the camp was completed, the inmates would be assigned

Please See ANNIVERSARY, Page 3

Public Hearing Held on Proposed New Lethal Injection Protocol

By Jennifer Brislin
Communications Director
Justice & Public Safety Cabinet

The Department of Corrections heard testimony from 11 individuals and received written comments from more than 100 others during a Sept. 25 public hearing to gather suggestions

Please See HEARING, Page 16

On The Inside

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CERT

From Page 1

This was a “no notice” exercise with an active Command Post directing all actions. This was done in order to provide additional training required by the policy dealing with the Critical Incident Management System (CIMS). This policy requires that employees be trained to respond to critical incidents in order to maintain the safety of the general public, staff, the safety and welfare of the inmates and to protect governmental property.

Each facility in the state sent their CERT team to the training, rendering a total of 127 CERT team members that participated in the exercise.

Deputy Commissioner Jim Erwin oversaw the operation from the Command Post. He was assisted by NTC Warden Steve Haney, who served as the Incident Commander, Greg Howard, Operations Section Chief, Gary Prestigiaco, Planning Section Chief, and Stephanie Wilkerson, Logistics Section Chief. These section chiefs were in turn assisted by numerous NTC staff.

During the exercise, Justice and Public Safety Cabinet Secretary J. Michael Brown and Commissioner LaDonna Thompson visited the Command Post and toured the facility.



Above: CERT team members lined up as they prepared to enter and search NTC. Left: The search at NTC produced a ballpoint pen that had been booby trapped with a needle in the tip. Below left: A debriefing was held following the exercise. Pictured L-R: Rose Sewell, Blackburn; Commissioner LaDonna Thompson; Newly named NTC Warden Don Bottom; Aaron Smith, Adult Institutions; KSP Warden Randy White and KSP Senior Captain Hobart Huddleston. Below right: Deputy Commissioner Jim Erwin, CERT Team Commander Greg Howard and NTC’s Stephanie Wilkerson worked in the Command Post during the exercise.



Anniversary

From Page 1

to building fire trails and breaks, maintaining equipment, planting trees and other jobs not covered in their budget.

In 1962, Harold Black, Director of Institutions, was the first chosen to lead the new project.

Since that time, there have been 10 wardens that have taken the reigns in the effort to sustain this mission. They include (in chronological order) Dillard Cannon, Dewey Solders, Lowell Fletcher, John Sowders, Ed Yount, Doug Fletcher, Michael Ferguson, Ron Howard, Greg Howard, and Kathy Litteral.

The mission of BCFC is to promote public safety by separation through incarceration from the community and to prepare incarcerated felons to be capable of contributing to society in a positive manner upon release.

The Bell County Forestry Camp is approximately 14 miles southwest of Pineville, Kentucky. BCFC grounds cover an area of approximately 15 acres in rural Bell County. In 1987 the facility expanded and built a 300-man dormitory.

There are 24 buildings on the compound including a dormitory, which contains three caseworker offices and two temporary segregation cells.

In addition to the dormitory, there are other buildings: an academic school, administration building, kitchen/dining hall, inmate library, inmate canteen, chapel, caustic/toxic maintenance, training center and a number of storage, utility and support buildings.

The camp also maintains their water supply with a water treatment plant as well as a sewage treatment plant.

BCFC houses 300 inmates and employs a staff of 48 full-time

employees and one part-time employee. In addition, a host of community volunteers in the areas of religion, substance abuse



The Bell County Forestry Camp (BCFC) opened in October 1962, the result of a joint effort between the Department of Corrections and the Division of Forestry. BCFC will celebrate its 50th anniversary this month. Pictured above: Wardens and Central Office staff toured the prison during the quarterly wardens' meeting held in September.

and literacy training are an integral part of the prison.

Division of Forestry and its employees by first and foremost protecting the citizens of the Commonwealth.

Other key elements of the prison's mission include providing a safe, secure and humane environment for staff and offenders alike and

All current and former Bell County Forestry Camp staff are invited and encouraged to attend the prison's 50th Anniversary celebration.

Date: Wednesday, October 24th

Time: 10 a.m.

Please RSVP to: (606) 337-7065

Throughout the years the Bell County Forestry Camp and its employees have worked diligently in collaboration with the

to provide opportunities for offenders to acquire skills which facilitate non-criminal behavior.



Spotlight On A Veteran

Kara Martin

Kara Martin is not just your typical Mom. Although she works hard, looks after her family and wants to provide her daughter with all the things she didn't have; she also served three years active duty in the Army, another four years in the Reserves and turned a one-year civilian contract serving in Iraq into a seven-year stay.

Martin began her career with the Department of Corrections in October 1990 as an officer at Luther Lockett Correctional Complex (LLCC). By 2000, she had reached the rank of interim Captain. She went on to serve in the Corrections Training Division and at the Franklin Career Development Center.

In 2004, Martin was teaching a class on chemical agents for the Hardin County Jail, when she saw an advertisement looking for corrections and police trainers in Iraq. She called Military Professional Resources, Inc. (MPRI), who contracts with the US Department of Justice, and inquired about the position.

To her surprise, she received a packet of information the very next day. MPRI called Martin at the end of September and, long story short...she signed a one-year contract to go to Iraq as a civilian instructor.

"It was a way for me to help my daughter go to college," said Martin. "I made too much for her to be able to get grants...but not enough to cover her tuition."

Tori, Martin's daughter, had been out of high school for two years and wanted to go to college, but couldn't manage it.

This issue of "Spotlight on a Vet" focuses on Kara Martin. Kara started her career with the DOC as a Correctional Officer at Luther Lockett Correctional Complex in October 1990 and is currently a Lieutenant at the Kentucky State Reformatory.

"I wanted her to be able to have something that I didn't have growing up," said Martin.

"When I found out they had offered me this position I came home and talked to her. Tori told me she really wanted to go to college but didn't know how she could do it," said Martin. "I asked her where she wanted to go to school and she said Eastern Kentucky University. I told her if she wanted to go, we can make it happen. I explained I had been offered a chance to go to Iraq as a training instructor and that I was going to go. She looked at me in somewhat disbelief. I told her, 'well, you can go to college and this is how we can do it.'"

Kara took the position in October 2004 and Tori started college at EKVU the following semester in January 2005.

Martin said her daughter was only one of the reasons she wanted to go.

"This was just something I wanted to do. I wanted to make a difference," said Martin. "My husband, Archie, was a Vietnam veteran and he supported me on this whole endeavor. He understood a lot because he had done three tours in Vietnam. Archie stayed at home and kept everything together while I was gone."

Although Martin initially went to Iraq on a one-year contract, at the end of every year they would ask her to ex-



Kara Martin returned to KSR after serving seven years under a civilian contract to help Iraq train their police and set up their prisons. Below: Cropper Prison in Baghdad was just one of many prisons that Martin worked at during her time in Iraq.



tend her contract and stay on. She did this until she ended up staying in Iraq for seven years.

The first four years were mostly spent at the Baghdad Police College training Iraqi police in the areas of firearms, chemical agents and emergency medical procedures. Martin's last three years were spent serving as the Deputy Director of Support Services for the

Please See VETERAN, Page 5

P&P Officer Commissioned as Army Officer in National Guard



District 1 Probation & Parole Officer Joshua D. Whitfield graduated from Officer Candidate School (OCS) on August 25, 2012. He initially enlisted in the Army National Guard on December 17, 2010. He completed basic combat training on May 26, 2011 and immediately started the OCS traditional program for the Kentucky National Guard at the 238th Regiment in Greenville, Kentucky. Following OCS, Whitfield was assigned to the 438th MP Company in Murray. Above: Whitfield receives his commission as an Army Officer in the Kentucky National Guard. At right, Officer Whitfield in uniform.



Veteran

From Page 4

Iraqi Corrections Service. She worked at Iraq's maximum security prison, prisons that held female prisoners, and she also traveled to the different prison facilities throughout the country.

Martin's team helped the Iraqis set up and run their prisons according to the rule of law and under the international human rights standards. They also helped the Iraqis set up their training academies to train staff.

"As the they became more adept at running the prisons and training their staff, we kept stepping back," said Martin. "Eventually they were doing it all and we were there mentoring and advising them. Everything we do in a prison in america, we were showing them how to do there."

After seven years, Martin knew it was time to come home. The military was now starting to pull out. Things were getting more and more dangerous and travel in and out of the country was going to be harder. Plus, she also wanted to come back and finish her career with the DOC.

"I don't regret going over there," said Martin. "There were some sad times, but there were a lot of good times too. The friendships and relationships made with the Iraqi people are



Baghdad Police College where Kara Martin spent her first four years training Iraqi police officers.

very rewarding as well as seeing them utilize the information and knowledge that you have given them - but it is still hard to be away from your family."

Kara Martin returned home in November 2011. She has also returned to her DOC family, where she is presently serving as a Correctional Lieutenant at the Kentucky State Reformatory.



Agency Spotlight

Personnel Division Helps Keep Corrections Workforce Strong

The Department of Corrections Personnel Division has three branches: Payroll, Personnel, and Recruitment and Staff Development. In addition, there are field staff located throughout the state that are the first point of contact for an employee at the institution/office for all Human Resources matters to include personnel, payroll and benefits.

The Payroll Branch is highly depended on for opinions throughout the Commonwealth. They are responsible for employee pay and benefits administration, including monitoring and processing pay, retirement, workers compensation, family medical leave, W-2 information and unemployment benefits. Amanda Coulter serves as Branch Manager.

Additionally, this branch oversees the employee safety program, and provides quarterly safety reports etc. Payroll Branch staff also provide payroll assistance to other Justice Cabinet agencies during times of understaffing to ensure that all employees get paid in a timely and accurate manner.

They are often called upon for their expertise. For instance, during the implementation of KRONOS, they worked with Veteran's Affairs to assist them with the transition. Additionally, Rodney Moore was recently selected to take part in the Advanced Payroll pilot training that the personnel cabinet recently

Please See PERSONNEL, Page 7



Personnel Division Holds Training Session

Front row, L-R: Amanda Coulter – Personnel Division, Amy Ganschow – KSR, Diana Eads – Personnel Division, Marka Burns – Divisions of Mental Health & Substance Abuse Planning, Bobbie Underwood – Personnel Division, Stephanie Appel – Personnel Division. Second row, L-R: Annette Sewell – Personnel Division, Betty Lindon – EKCC, Christy Lane – EKCC, Amy Fields – GRCC, Amye Havens – EKCC, Sherri Cole – LLCC, Ruth Casebier – GRCC, Lisa Wilson – RCC, Stephanie Hale – KCI, Leigh Jent – WKCC, Tabitha Hobbs – Personnel Division, Betty Woodward – WKCC, Kimberly Kellerman – Personnel Division, Lisa Gilliam – LSCC, Mitzi Lisanby – KSP, Sue Martin – GRCC, Scott Dye – BCFC, Clark Jones – BCFC, Rodney Moore – Personnel Division. Third row, L-R: Laura Giovaccino – KSR, Sandy Wilkins – RCC, Angela Thomas – KSP, A'neial Clark – KSP, Rick Dewese – KSR, Teresa Kidwell – LLCC, Pam Coffman – NTC, Robbie Canterbury – NTC, Faye West – KCIW, Mary Martin – Corrections Training, Serena Waddell – LSCC, Steve Lyons KCIW; Not pictured – Tiffany Taylor – BCC.



Certification Received

Amanda Coulter and Bobbie Underwood, both with the Justice Cabinet Personnel Division, received certification from the International Public Management Association for Human Resources (IPMA-HR) in August 2012. IPMA-HR strives to encourage excellence in public sector human resources, promote continuous learning and develop the next generation of human resources leaders. IPMA-HR offers an internationally recognized certification program. Coulter and Underwood both attended the “Developing Competencies for HR Success” four-day course in St. Louis, Missouri on June 10-13, 2012. Following the course, the successful completion of a final examination, and a detailed application process, they were granted the International Public Management Association – Certified Professional (IPMA-CP) designation.



Named to Executive Council

Stephanie Appel, Justice Cabinet Personnel Director, was appointed to an Executive Council position for the International Public Management Association for Human Resources (IPMA-HR). There are seven At-Large members throughout the United States, Canada, China, and other countries, and Appel was selected to serve a three-year term. She has served two terms as the Kentucky chapter president, and then the Southern Region president for the past two years. Above: Neil Reichenburg, IPMA-HR Executive Director, presented Appel with an award for being president of the southern region last year. The award was presented at the Regional Conference in St. Louis June 10-13 this year where Appel also served as the conference chair.

Personnel

From Page 6

provided.

The Personnel Branch provides direct technical assistance to Department managers and personnel liaisons, interprets personnel issues/programs for DOC staff, develops courses and presents on various personnel/human resource issues throughout the state. Bobbie Underwood is the Branch Manager. This branch has the important job of working with the personnel

cabinet to process all personnel actions for the Department, request all registers through the Career Opportunities System (COS), and oversee the auditing and reporting of nearly 3,200 employee evaluations to ensure compliance with state regulations.

Recruitment & Staff Development oversees the recruitment processes, hiring and exit interview processes, works closely with colleges and universities to expand the internship program. Teresa Harris is the Branch Manager. Harris also serves as the EEO

coordinator for the Department, and her branch oversees the employee Drug Testing Program.

Our field staff provide crucial support. The Department of Corrections depends on its liaisons to respond to highly sensitive HR issues such as employee assistance (KEAP) referrals and employee health issues. The field staff initiate personnel actions based on institutional/office need, work the registers and work with the front line hiring managers to ensure the paperwork is completed in a timely and ac-

curate manner for submission to central office personnel. Additionally, they are skilled payroll officers to ensure employee time is entered timely and efficiently.

The field staff also play a key role in ensuring the ACA documentation is maintained and accurate and coordinated with each institutional ACA Coordinator. The Department of Corrections relies on its HR field Liaisons to handle matters in a professional manners, where as many agencies only rely on central office for answers and assistance.



C E R T



Commissioner LaDonna Thompson presented LaGrange area CERT members with pins recognizing their outstanding service during the Northpoint Training Center disturbance in 2009.

KSR

Senior Captain Scott Jordan
 Captain James Wooldridge
 Lieutenant Iva Bachmann
 Officer Rick Berry
 Officer Thomas Brooks
 Captain Arnold Chisholm
 Lieutenant Dawn Deckard
 Lieutenant Josh Deckard
 Officer Chris Eaton
 Lieutenant Timothy Gordon
 Officer Michael Hall

Lieutenant Jayne Hogan
 UAI Patrick Kessinger
 Officer Adam McClain
 Rec Sup Gary Newton
 Sergeant Walter Rafferty
 Officer Leatrice Scott
 Lieutenant Joshua Simon
 Sergeant Denny Speaks
 Officer Rudolph Stone
 Lieutenant Thomas Torres
 Sergeant Douglas Webb

Lieutenant Darin Wilder
 Lieutenant David Dykes
 Sgt. Rodney Walthour *Retired*

LLCC

Commander Thomas Botts
 Deputy Warden / Security Randy White – *Now Warden at GRCC*
 Chad Hayes
 Michael Miller
 Lee Blank

Cheryl Eseobedo
 James Probst
 Daniel King
 James Higgins
 Hezzie Turner
 Sergeant Troy Howard
 Tex Mitchell - *Retired*

RCC

Martin “Dino” Grandado, Warden
 Lieutenant Christina Daughtery
 Lieutenant Troy Freeman

DOC Staffers Receive Acknowledgement for Hard Work

Inside Corrections is pleased once again to provide just a sampling of the notes of appreciation our staff has received since our last edition.

These samples demonstrate the diversity of our mission and the positive effect we can have on those we interact with on a daily basis.

Please See THANKS, Page 10



I recently attended the Correctional Peace Officer Foundation's memorial service in Washington, DC. It was a beautiful and very touching ceremony. Among the most impressive images of the day was Kentucky's Honor Guard. I watched them throughout the ceremony. While other teams were at rest, drinking water and talking among themselves, the young people from Kentucky never wavered from their duties. They stood out among the many color guards at the ceremony and represented your state with the dignity befitting the occasion. I'm not a very good photographer but had to take the attached picture to remind myself of the occasion and how much I appreciated the dignity and honor the Kentucky Honor Guard brought to the ceremony. Please tell each of them I expressed my gratitude on a job well done. You should be proud!

Terri Campbell
Mid-Atlantic Regional Fair Practice Coordinator
Federal Medical Center
Post Office Box 1600
Butner, North Carolina 27509

From: Wise, Vickie L (Justice)
Sent: Monday, September 17, 2012 1:48 PM
To: Hall, Johnathan (DOC)
Cc: Thompson, LaDonna (DOC); Erwin, James (DOC); Moore, Beth (DOC); Coleman, Cedric (DOC)
Subject: Beth Moore

John,
I am writing about the email that I sent last week requesting assistance (per an outside agency request) for statistical information on veterans. You forwarded my email to Beth Moore and Cedric Coleman. Beth responded to my email.

I am not certain whether you or Mr. Coleman supervise Beth but I wanted to share with you my compliments on Beth's response and interaction with me.

Beth provided me the information I requested and I followed up with some questions because there were a few acronyms that I didn't understand. Beth not only responded to explain the acronyms, she also reformatted the chart of statistical information and explained each acronym (on her own) to make it more user-friendly for me and the agency requesting the information.

I was very impressed with the assistance that Beth provided to me. She took her time and additional steps to make sure I received and understood the information she provided. DOC has many quality employees who represent the department well and I just had the opportunity to work with another!

If she is supervised by someone other than you or Mr. Coleman please feel free to forward this email as I am aware that interim performance evaluations are being completed and would like my comments to be considered with any evaluation that may occur.

As always - thanks for the assistance,
Vickie

Vickie L. Wise
General Counsel
Justice and Public Safety Cabinet

From: Jim Decker [mailto:majorjimdecker@yahoo.com]

Sent: Thursday, September 20, 2012 6:16 PM

To: Thompson, LaDonna (DOC)

Cc: Holden, Paula (DOC); Potter-Blair, Kimberly (DOC)

Subject: GREAT HELP

LaDonna, I just wanted to let you know one of your employees, Mr. Todd Yonker, has really helped me a lot for the past two days with an inmate I have here with some complicated issues between two different courts, two different judges, two counties, a shock order, and a detainer in another county. I have had numerous calls with 2 clerk's offices, many emails, and calls with Todd, yet he never complained. He has helped me a great deal with this issue and never felt like I was a bother, yet I kept apologizing for being one. I just wanted to let you that he helped me tremendously, and in a very kind, professional manner. I greatly appreciate it.

Attitude, help and kindness. I just thought you should know that many of your employees over the years have helped as well. I am sure many people are always glad to report something when your employees have made a mistake or failed to do something, or so they thought. In closing, I appreciate all you and your staff have done for me over the years... I thank each and every one of you kindly, and especially for the friendship.

Major Jim Decker, Grayson County Jail

Judiciary Committee Tours KSP

The Interim Joint Committee on Judiciary toured Kentucky State Penitentiary on Aug. 3. The group also included legislative staff and area prosecutors. The visit began with lunch and then the group toured several areas of the prison including segregation, honorary housing and the execution building.

The tour concluded at the KSP Museum.

The committee's visit was part of its Western Kentucky meeting held that

morning at the McCracken County Jail's new restricted custody center.

Warden Randy White and staff did an excellent job in not only preparing for the visit, but also in touring the group. At each stop, the unit director provided an overview of the operation of the area.

Several individuals on the tour remarked at the excellent condition of the facility, especially considering its 125-year age.



Judiciary Committee members and others toured Kentucky State Penitentiary on Aug. 3.

Thanks

From Page 9

From: Timothy Murphy [mailto:tmurphy@tecore.com]
Sent: Tuesday, July 17, 2012 06:48 PM
To: Wright, Tammy Lou (DOC); Crews, Cookie (DOC)
Subject: SSCA - First Class!!

Dear Cookie and Tammy Lou,

I want to thank you both for putting together such a great conference. I know many others were involved so please feel free to share with your team(s). The best way to describe your results is "out of the park". I have been in Corrections for over 20 years, I can't even count the number of conferences I have participated in but you may have very well topped the list and certainly raised the bar for future conferences. Let me share what I noticed.....

- Perfect venue – The Lexington Marriott Griffin Gate was a great choice – Perfect location, easy access, exceptional staff, nice accommodations and a beautiful setting.
- A good balance of work and play – The agenda provided the opportunity for both attendees and vendors to take care of business as well as relax together and have the opportunity to visit on a personal level.
- Hospitality – Your teams went out of their way to make everyone feel welcome, offer a hand and encourage participation. Southern hospitality was overflowing.
- The little things – It was apparent that vendors are viewed as business partners. The infomercial is a great example as well as the inclusion in all social events.
- Food and entertainment – A+

I could go on but I think you got the point. You and your teams worked very hard and did a great job!

Sincerely,

Tim Murphy
Vice President of Sales
Managed Access Systems
Tecore Networks

Ms. Kathy Litteral, Warden
Bell County Forestry Camp
560 Correctional Drive
Pineville, KY 40977

Dear Warden Litteral:

Thank you for the opportunity of visiting your facility on Thursdays these last several years for the purpose of carrying the message of Alcoholics Anonymous to the inmates at Bell County Forestry Camp. I appreciate meeting you on this most recent trip to Bell County Forestry Camp on July 5th.

It has been a further privilege working with Chaplain Mitch Bradshaw. He has been a tremendous support in clearing the speakers I have brought down to BCFC so that they may enter and attend the meetings.

The leadership there at BCFC, enlisting inmates to attend the AA meetings and seek recovery, is the highest percentage participation of the general population at any of the six institutions I attend on a regular basis. It is quite impressive, and I mention it frequently in my discussions with others in the field of corrections.

My commitment to you and Chaplain Bradshaw is continued support of your efforts with literature as well as outside speakers as needed for the meetings, and supplying the men soon to be released with information on Alcoholics Anonymous in the communities to which they are headed. It is hoped that their initiation into the recovery process at Bell County Forestry Camp will enable them to seek continued guidance on the outside and that they will not return to the penal system.

Again, thank you for this most recent opportunity to enter your institution.

Sincerely,



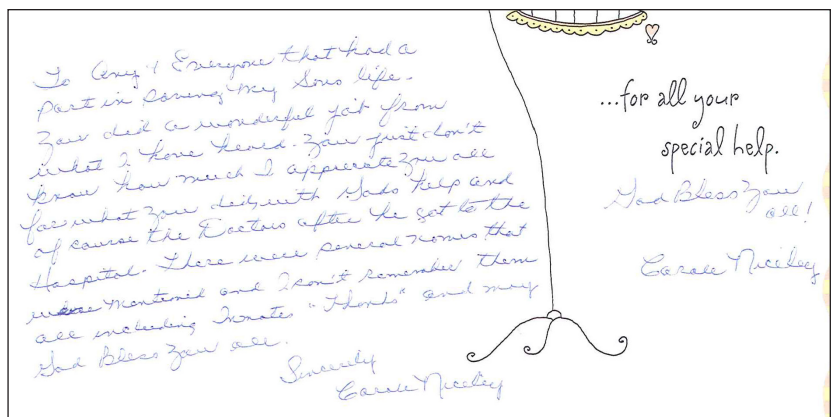
Ed Melton, Chairman
Area 26 Corrections Committee
Alcoholics Anonymous

From: Heddleston, Cyndi (DOC)
Sent: Friday, July 20, 2012 3:02 PM
To: Terrell, Terry (DOC); Shuck, Jeremy B (DOC); Meehan, Michael (DOC); Carman, Timothy (DOC); Woods, Kelly T (DOC); Thompson, LaDonna (DOC)

Subject: Re: Thanks to Information & Technology staff

Mr. Terrell, on behalf of Probation & Parole, I would like to pass along a word of thanks to your staff for assisting us with our ACA Mock Audit. Their assistance allowed our staff to prepare and review the ACA documentation. In addition to the technical file set up and software requirements, Jeremy & Michael set up two computers for the auditors to view the electronic ACA files. Your staff are always helpful, responsive, and go above and beyond in their work. Please know we appreciate them!

Cyndi Heddleston
Probation & Parole



Employee Recognition, News

Key Promotions Announced Throughout DOC

Dr. Liz McKune promoted to Mental Health Division Director

Dr. Liz McKune was promoted to Director for the Division of Mental Health. She previously held the position of assistant director. She will now be responsible for planning and implementation of all psychological services to the inmate population.

In addition to these duties, McKune has been a key player in the department's re-entry initiative, working actively to implement reentry programming with individuals with mental illness and substance abuse issues. She assisted in researching risk assessment tools, resulting in the utilization of what was finally selected: the LS/CMI (Level of Service-Case Management Inventory). McKune selected trainers and community partners to implement this tool, and with its implementation, Kentucky's inmate population now receives interventions based on risk and need which result in proper program placements.

McKune began her career in corrections in 1999 as a licensed psychologist at Kentucky State Reformatory, where she worked in medical units and the Corrections Psychiatric Treatment Unit (CPTU). She was promoted in December 2004 to the position of licensed psychologist program administrator where she supervised psychologists statewide at DOC prisons.

She left the Department of Corrections in 2006 to work as Director of Psychology, Neuropsychology, & Brain Injury Services for Jewish Hospital and St. Mary's Healthcare. She returned a year later and was responsible for the organizational development for the Division of Mental Health and Substance Abuse. She was promoted in 2008 to assistant director for the division, and was responsible for psychological services including general services, CPTU and services for women.

Additionally, McKune is actively involved in leadership functions exemplified by her role as president of the Brain Injury Alliance and winner of the 2010 Kentucky Psychological Association Schuster Award. She was recently named to the Kentucky Medicaid Behavioral Health Technical Advisory Committee. She is a former member of the National Steering Committee for the American Psychological Association's "Healthy Workplace Network," and for nine years served as an instructor at Spalding University.

In 2011, McKune received a Commissioner's Award from the



Dr. Liz McKune

Department of Corrections, the agency's highest honor.

McKune attended undergraduate and graduate school at the University of Missouri, where she received degrees in educational and counseling psychology. She obtained her doctorate at the University of Louisville in counseling psychology.

Kevin Pangburn Named Director of Division of Substance Abuse

The Department of Corrections continues to expand substance abuse programming to meet the needs of the offenders under the supervision of the department. Substance abuse programming has traditionally been under the auspices of the Division of Mental Health and Substance Abuse, but the recent growth of the program opportunities in jails, prisons, and the community has resulted in the creation of a separate Division of Substance Abuse.

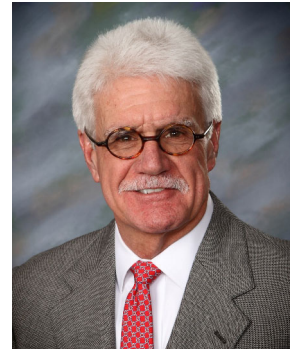
Kevin Pangburn has been appointed as the director of this new division.

Pangburn has been serving the department as the Director of Mental Health and Substance Abuse since September 2004. In this capacity, he was responsible for psychological services, sex offender treatment, sex offender risk assessment and substance abuse treatment. He also serves as a member of the Sex Offender Risk Assessment Advisory Board.

Pangburn began his career in corrections in January 1992 as a counselor at River City Corrections, a private correctional facility in Louisville. He was eventually promoted to director of River City's residential treatment program. He served in a number of positions before transferring to Marion Adjustment Center in July of 2000 where he worked as a unit administrator and substance abuse addictions treatment manager.

In addition to these duties, Pangburn served as a member of the critical incident team for 67 facilities in the Corrections Corporation of America (CCA) system. He continued to work at the Marion Adjustment Center until coming to the Department of Corrections in 2004.

Pangburn is a licensed marriage and family therapist and a certified alcohol and drug counselor. He previously served on the



Kevin Pangburn

Promotions

From Page 11

State Competency Review Board for Alcohol and Drug Counselors and as an instructor at the University of Louisville. He has provided mental health and substance abuse training for numerous agencies and organizations. In 1999, he was invited to Kroonstadt, South Africa to provide training to social workers in South African prisons.

Pangburn is a graduate of Indiana University and the University of Louisville where he earned a graduate degree in educational and counseling psychology and post graduate certification in marriage and family therapy.

Duke Pettit Promoted to Deputy Warden at KSP

Duke Pettit has been promoted to deputy warden at the Kentucky State Penitentiary (KSP) in Eddyville. Pettit's promotion was effective Sept. 16th.

Pettit began his career with the Department of Corrections in November 1988 as a farm crew leader at Western Kentucky Correctional Complex (WKCC). In November 1989 he was promoted to farm program supervisor. In November 1990, due to the WKCC farm closure, Pettit transferred to KSP as a classification and treatment officer. He maintained that position until October 2004 when he was promoted to corrections unit administrator I. In May 2007, he was promoted to program director. He was again promoted in May 2009 to corrections unit administrator II, where he remained until his promotion to deputy warden of programs.

Pettit is a 1971 graduate of the University of Kentucky where he earned a bachelor of science degree in animal science.



Duke Pettit

Mary Godfrey Promoted to Deputy Warden at LSCC

Mary Godfrey was promoted to deputy warden at Little Sandy Correctional Complex. Her promotion was effective September 24th.

Godfrey began her corrections career in 1980 as a personnel administrator at the Luther Lockett Correctional Complex (LLCC). In 1989, Godfrey was promoted to instructor and moved to the Division of Corrections Training. In 1991, upon completion of her undergraduate degree, she transferred to the Division of Probation and Parole where she worked as an officer.



Mary Godfrey

In 1995 Godfrey retired from the DOC with 21 years of service to state government and went to work as a police officer for the Louisville Metro Police Department. In 2005, Godfrey returned to the DOC as a program administrator to write content for Crimcast, a computer-based training program. In 2006, she was promoted to branch manager of the Central Region Training Center. In the fall of 2009, Godfrey transferred to the Central Office as a program administrator with the Office of Adult Institutions and in July 2011 was promoted to branch manager overseeing programs.

Godfrey is a graduate of the University of Louisville where she earned a degree in Correctional Administration. While working at LLCC, she twice received the Secretary's Award. Godfrey is also a member of Southern States Correctional Association (SSCA), the American Correctional Association (ACA) and Kentucky Council of Crime and Delinquency (KCCD). She served as KCCD president in 2010-2011.

Todd Gaunce Promoted to P&P District 9 Supervisor

Todd Gaunce was promoted to supervisor of District 9 which covers all of Fayette County. District 9 has a total of 38 officers and investigators and supervises approximately 2,800 offenders. His promotion was effective September 1st.

Gaunce began his career in 1989 as a probation officer for the Lexington-Fayette Urban County Government. He came to the Department of Corrections in November 1999 when he was hired as a probation and parole officer in the Cynthiana office. He was subsequently promoted to assistant supervisor in District 14 in September 2006. During his tenure with the department, Gaunce served on the American Correctional Association (ACA) policy and procedures team in 2004 and was also a member of the ACA compliance team in 2007.

He is a 1998 graduate of Midway College where he earned a bachelor's degree in organizational management.



Todd Gaunce

DeEdra Hart Promoted to Deputy Warden at WKCC

DeEdra Hart, a 17-year veteran of the Department of Corrections has been promoted to deputy warden at Western Kentucky Correctional Complex (WKCC). She began her new duties on Oct. 1.

Hart began her career with the Department of Corrections at WKCC as



DeEdra Hart

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Promoted

From Page 12

a correctional officer on September 1, 1995. She quickly began moving up the ranks in corrections. She has held numerous positions within institutions including classification and treatment officer, unit administrator, and offender information supervisor.

In 2008, Hart transferred to the Division of Probation & Parole as an officer in District 13's Owensboro office. She returned to WKCC on June 1, 2010, and she has received three promotions since her return to WKCC.

Hart has a bachelor's degree in criminal justice and political science from Murray State University. She is the recipient of the 2004 Commissioner's Achievement award and a 2006 & 2012 graduate of the Commissioner's Executive Leadership Program. She has been an active member of the Kentucky Council on Crime and Delinquency (KCCD) since 2003, and has served three terms as chapter president for the Four River's KCCD chapter, and seven terms as KCCD executive board secretary. In addition, she is a three-time recipient of the KCCD's "Mary Frances Cooper Award."

Crystal Fulks Promoted to Assistant District Supervisor

Crystal Fulks was promoted to assistant supervisor of District 5 in Elizabethtown. District 5 has two field offices in Shepherdsville and Litchfield and covers six counties including Breckinridge, Bullitt, Grayson, Hardin, Hart and Meade. Her promotion was effective August 1st.



Crystal Fulks

Fulks began her career with the Department of Corrections in 2005 as a youth worker for the Department of Juvenile Justice. In 2006, she transferred to the Division of Probation and Parole as an officer in Elizabethtown. During her time with the Department, Fulks has worked with the Mandatory Reentry Supervision component as well as working as a reentry liaison. Her work ethic and dedication resulted in her receiving the District 5 Employee of Year Award for 2012.

A 2004 graduate of Western Kentucky University, Fulks earned her Bachelor of Arts degree in sociology with a minor in criminology. She also has an associate degree from Elizabethtown Community and Technical College in criminal justice.

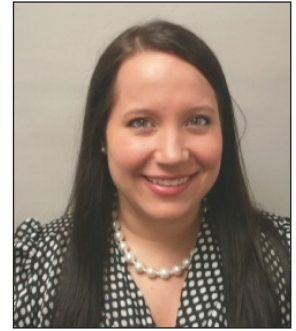
Erica Hargis Promoted to Assistant Supervisor

Erica Hargis was promoted to assistant supervisor of District 4 located in Louisville. District 4 oversees all pre-sentence investigations for Jefferson County.

Hargis joins the leadership team of William Herald, district

supervisor and Heather Foster, assistant supervisor. Her promotion was effective September 16th.

Hargis began her criminal justice career in July 2007 as a pretrial officer with the Administrative Office of the Courts. She worked in that capacity until July 2009, when she was hired by the Department of Corrections as a probation and parole investigator in District 4. In June 2010 she transferred to District 19 as probation and parole officer I. She has been very active in reentry efforts. In February 2012 she began supervising the reentry caseload. She also taught the substance abuse program pre-release classes for the Roederer Correctional Complex and Luther Lockett Correctional Complex. In addition to these duties, she is also currently on the PORTAL reentry team for District 19.

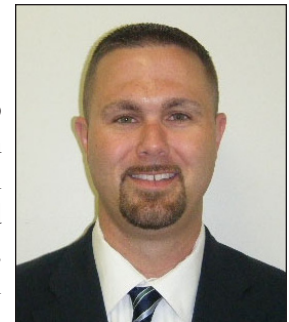


Erica Hargis

Hargis is a 2006 graduate of Western Kentucky University where she earned a bachelor's degree in psychology and criminology. In 2010 she earned a master's degree from the University of Louisville in justice administration. She is also the recipient of the District 19 Kentucky Council on Crime and Delinquency Achievement Award.

Barry Cochrane Promoted to Assistant Supervisor

Barry Cochrane was promoted to assistant supervisor of District 10 in London. District 10 has field offices in Manchester, Harlan and Pineville and covers seven counties including Bell, Clay, Harlan, Jackson, Knox, Laurel and Leslie. His promotion was effective October 1st.



Barry Cochrane

Cochrane began his career with the Department of Corrections in November 2000 as a correctional officer at Luther Lockett Correctional Complex in LaGrange. In August 2004 he transferred to the Division of Probation & Parole as an officer in the Williamsburg office. In May 2005, he transferred to the London office where he stayed until October 2006 when he left the department to take a position as a correctional officer at the Federal Correctional Institution in Manchester. While working for the Bureau of Prisons, he graduated with honors from the Correctional Officers Basic Academy at the Federal Law Enforcement Training Center in Glynco, Georgia. Cochrane returned to the Division of Probation and Parole as an officer in the London office in July 2007.

Cochrane is a 2000 graduate of Eastern Kentucky University where he earned a bachelor's degree in police administration. He is also the recipient of the 2006 District 10 Achievement Award.

Hall Promoted; Will Lead Offender Info, IT

Johnathan Hall has been promoted to the position of Administrative Coordinator. Hall will oversee the department's offender information and information technology branches.

Due to the depth of involvement of both of these branches in the development and administration of the Kentucky Offender Management System (KOMS), Hall will coordinate many operations of the KOMS project team.

"Johnathan Hall is a rising star in the Department of Corrections. He is someone that can always be counted on to get the job done, no matter how complicated or difficult the assignment," said Deputy Commissioner Kimberly Potter-Blair. "We need his experience and outstanding work ethic to lead this important division within our department."

Hall began his career with the Department of Corrections during his junior year in high school as a temporary employee for the Offender Information Services (OIS) branch. In October 2001 he was hired as a clerk and quickly worked his way up through the ranks. He was promoted to a supervisor's position in OIS in April 2003. Three years later he was offered a wonderful opportunity with an outside business and elected to leave

state government.

Within a year, Hall realized private industry was not for him and he was rehired by DOC as a supervisor in the OIS branch. He continued his upward trek through the agency, receiving promotions in 2008 and again in 2010 when he was named OIS branch manager.

Hall received the agency's top award, a "Commissioner's Award" in 2004 and 2008. In 2011, he was recognized for submission of an employee suggestion that resulted in annual savings of over \$500,000 to the Department. He is a 2009 graduate of the Commissioner's Executive Leadership program.

Hall currently resides in Frankfort with his wife Brichelle.



Johnathan Hall



I-LEAD Graduation

The I-LEAD program is a regional leadership class hosted by LLCC, KSR, RCC, and KCIW. Participants come from one of these institutions and meet seven times over a six month period. They complete various group and individual activities such as resume writing, interviewing skills, and public speaking. Graduation for this year's class was held in August and participants received a special coin specifically designed for I-LEAD participants. Top photo, L-R: Angela Snyder, Deanna Monroe, Programs Branch Manager Mary Godfrey, Commissioner LaDonna Thompson, Tonya Harris, and Leslie Brown. Snyder, Monroe, Harris and Brown were among the 33 who graduated in the 2012 I-LEAD class. Bottom photo, L-R: KCIW Deputy Warden Paige McGuire, KCIW Training Coordinator Coleman Morrell, graduate Tonya Harris and KCIW Deputy Warden Wes Dawson.

Don Bottom Named Warden at Northpoint; Steve Haney New Warden at Blackburn

After serving as warden at the state's largest minimum-security prison for the past three years, Don Bottom has been named warden at Northpoint Training Center (NTC).

Bottom served as deputy warden of security at NTC for three years before his 2009 promotion to warden at Blackburn Correctional Complex (BCC). His 20-year career includes not only extensive time in security roles, but also work in re-entry.

Steve Haney, who has served as NTC warden for more than six years, will return to a post he knows well when he makes the move to Blackburn. He served as warden at Blackburn from 2000-2006.

Both moves are effective Oct. 16.

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Don Bottom



Steve Haney

Department Presents ASCA Scholarships



Above, L-R: Assistant Director of Probation & Parole Michael Bolcas, scholarship recipient Suzanne Scott, her mother, Ruth Scott, and father, Mike Scott. Below, L-R: Commissioner LaDonna Thompson, scholarship recipient Josh Perry, and his father, Jackie Perry.



Children of DOC Employees Receive Continuing Awards

The Department of Corrections was proud to present two continuing scholarship checks in the amount of \$500 each to Suzanne Scott and Josh Perry. The Association of State Correctional Administrators (ASCA) awards the annual scholarships and the recipients must be the son or daughter of a corrections employee within an ASCA-member Department of Corrections.

This year ASCA awarded 20 initial scholarship checks of \$1,000 each, as well as 22 continuing scholarship checks of \$500 each.

These scholarship award winners were selected from a total of over 600 applicants.

Suzanne Scott is the daughter of District 13 Probation and Parole Officer Mike Scott.

Scott is currently attending Western Kentucky University and is majoring in Biology/Pre-Med with future plans of enrolling in Medical School.

Josh Perry is the son of Jackie Perry, who retired on August 1, 2011 after serving 20 years as a Correctional Officer at Eastern Kentucky Correctional Complex.

Perry is currently attending Morehead State University with a major in Biology/Pre-Med. He hopes to continue his education after graduation by attending medical school at the University of Kentucky.



All for a Good Cause!

A fundraiser for the KCCD Catastrophic Fund was held during the Probation and Parole District Supervisors meeting recently at Blue Lick State Park. The individual with the most contributions was the “prize winner” of a pie in the face. Deputy Commissioner Paula Holden had the pleasure of hitting P&P Assistant Director Michael Bolcas with the pie.

Hearing

From Page 1

and comments on proposed regulations that outline how Kentucky carries out executions.

The hearing was held in compliance with the process for amending the state’s administrative regulations.

The amendments would change Kentucky’s lethal injection protocol to use a single drug, either sodium thiopental or pentobarbital, or two drugs (midazolam, better known as Versed, and hydromorphone, commonly known as Dilaudid) if the substances specified for the single-drug protocol are not available seven days prior to an execution.

The amendments would also heighten procedures to guard against executing a person with a serious intellectual disability and would provide more definitive steps for suspending the execution of a condemned person with a positive pregnancy test.

Unless an extension is requested, the DOC has until Oct. 15 to file a Statement of Consideration with the Legislative Research Commission that responds to all the comments, and outline any changes to the proposed regulations.

The Administrative Regulations Review Subcommittee will then review the amendments and, if approved, will refer them to the Judiciary Committee. That committee has 30 days to review the amendments, after which time they become effective.

If, however, the amendments are found to be deficient, the Governor can amend the regulations or determine that the amendments to the regulations will stand despite the deficiency.



Marcus Jones, with the department’s Office of Legal Services, moderated the public hearing on the proposed regulation changes to the lethal injection protocol. In front, L-R, Justice staff paralegals Elisha Mahoney and Sara Pittman recorded the public comments.

Once the amended regulations are approved at all levels, the DOC will submit them to Judge Phillip Shepherd of the Franklin Circuit Court and ask that he dissolve the current injunction that halts all executions.

Copies of the proposed amendments to the administrative regulations and additional information about the Administrative Regulations Review Subcommittee can be found at: <http://162.114.4.13/kar/frntpage.htm>.



Worthy Causes

At LSCC

The Lifers Club, an inmate organization at Little Sandy Correctional Complex, recently donated \$1,000 to the Elliott County School Resource Center. The money was used to purchase 96 backpacks, which will be distributed by the Resource Center to students in need. In the photo LSCC staff displayed some of the backpacks. Pictured, L-R: Alex Ford, C&T Supervisor, Missy Simmons and Kristi Howard with the Family Resource Center and Lori Conley, Acting Deputy Warden of Programs.



At WKCC

Staff at the Western Kentucky Correctional Complex recently organized a fundraiser for the Lyon County Playground Project. A \$2,004.18 donation for the project was presented to Judge-Executive Wade White on Aug. 19. The funds were generated through a special commissary sale. If inmates choose to purchase the commissary items offered, 20 percent of the total purchase is designated for a selected charity. A similar sale last year netted a donation of \$1,660 for the Princeton Playground Project. Allowing these sales provides the inmate population an opportunity to give back to the community in a positive way through commissary purchases. In the photo, L-R: WKCC Warden Bryan Henson, White and Unit Administrator Chris Hatton.

Warden

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The warden changes are part of a departmental plan designed to provide leadership diversity throughout the prison system, thus bringing wide-ranging skill sets to be shared at each facility. The Department has recently transferred or promoted new wardens at 6 of the other state prisons.

Bottom began his career at Northpoint Training Center in 1992 as a correctional officer. In 1993 he was promoted to classification and treatment officer I and two years later promoted again, this time at Frankfort Career Development Center. He received a promotion in 2002 when he came to the department's central office as a program administrator. He worked in various areas of central office including the contract management and classification branches, and the home incarceration/re-entry program. He also served as the Department of Corrections security threat group coordinator and interstate compact administrator.

In 2005 Bottom was promoted to deputy warden at Blackburn Correctional Complex and in 2006 transferred as deputy

warden to NTC. He is a 1993 graduate of Kentucky State University where he received his bachelor's degree in criminal justice.

Bottom is a graduate of the Commissioner's Executive Leadership Program and is a member of the American Correctional Association (ACA), and Kentucky Council on Crime and Delinquency (KCCD).

Haney began his corrections career in 1989 at Eastern Kentucky Correctional Complex (EKCC) as the procedures development specialist. While at EKCC he also served as the classification and treatment officer supervisor. In 1996, he was promoted to deputy warden at Blackburn and in September of 2000 was appointed warden of the prison.

As warden at Northpoint, Haney implemented the facility's new design which includes higher security standards. These standards include installation of security-grade exit doors and locks, new cameras and fencing to control inmate access to the yard.

Haney is a graduate of Eastern Kentucky University where he received his bachelor's degree in marketing. He is a native of Morgan County and he and his wife Kellie have three children, Colby, Kristin and Kaitlin.

Justice Cabinet Leadership

Kentucky State Police debuted their inaugural episode of 'KSP TV' recently at the Kentucky Theatre in Lexington. KSP TV will consist of short films in documentary style format that will highlight the inner workings of the agency, giving the public an opportunity at a unique look inside the Kentucky State Police. Attending the debut were, L-R: Kentucky State Police Commissioner Rodney Brewer, Department of Criminal Justice Training Commissioner John Bizzack, Justice & Public Safety Cabinet Secretary J. Michael Brown, Department of Juvenile Justice Commissioner Hasan Davis and Department of Corrections Commissioner LaDonna Thompson.



KSR, Lockett Receive Outstanding ACA Audit Scores

Luther Lockett Correctional Complex (LLCC) and the Kentucky State Reformatory (KSR) received near perfect scores on their recent re-accreditation process with the American Correctional Association (ACA).

LLCC received a score of 99.6 percent, missing only two non-mandatory standards, both of which were physical plant issues and outside the control of the facility.

KSR received a score of 99.2 percent and missed four non-mandatory standards, three of which were physical plant issues outside the facility's control due to the closure of Dorm 2 earlier this year.

Buddy Kent, ACA chairperson for both audits, spoke very highly of the two facilities for receiving such high scores.

"I knew this was going to be a great audit after the first hour at the facility," said Kent, talking about the LLCC re-accreditation. "The exuberance and enthusiasm of the staff shined during the audit and you could tell they cared deeply about this facility."

LLCC Warden Greg Howard expressed how proud he was

of his staff. "A facility is only as good as the employees who work there," said Howard. "It is obvious this score demonstrates how good our employees really are."

At KSR, Kent said considering the facility was built in 1937 the sanitation was excellent. "It is extremely hard to maintain an old prison but staff here has gone above and beyond expectations in this area," said Kent. "They do their jobs with conviction and they do it well." He also noted the KSR staff had one of the most difficult missions in corrections due to the diverse population at the prison.

KSR Warden Clark Taylor said the audit results were directly attributed to the hard work that both staff and inmates devote to the process.

"I am very proud of how staff prepared for this audit and our score reflected this commitment to excellence," said Taylor.

ACA consists of over 500 national standards that cover security, operational and programming and require constant monitoring and quality control checks. Kentucky has been a member of ACA since the early 1980s.

AROUND

The State



A KCCD fundraiser was recently held with District 13 P&P staff collecting items for the Daviess County Humane Society. Above: Supervisor Jarrod Dortch and Assistant Supervisor Robin Peters loaded up the large quantity of items and delivered them to the organization.

LLCC SAP Program Passes Second Audit

The Office of the Inspector General conducted an unannounced licensing audit of the Luther Lockett Correctional Complex (LLCC) SAP program which yielded no deficiencies of any kind. As a result, the program has been licensed to provide services for another year.

The LLCC SAP program is licensed by the state of Kentucky as an Alcohol and Other Drug Entity (AODE). The program was originally licensed in 2010.

Congratulations go out to clinical staff, Larissa Salyers, Melissa Gordon, Lloyd Darling, and Shauna Markham, as well as administrative specialist Laura Reynolds for their hard work to help ensure that the program maintains this very high standard.

Annual Softball Tourney - RCC Captures 1st place; P&P 2nd



The Annual Corrections Softball Tournament was hosted by Roederer Correctional Complex (RCC) on September 22 in Buckner. There were a total of nine teams participating in the double elimination tournament: six representing institutions and three teams comprised of Probation & Parole staff. The RCC team took home the trophy by defeating the P&P "Violators" in the championship game. Pictured above are the tournament champions: (standing left to right) Joseph Craft, Eric Staples, Mike Hughes, Josh Mellick, Devin Withers, Jeremy Lucas, Adam Sharp, Leon Barnett, Jackson Hughes, Jacinto Escobedo and Michael Durrett; (kneeling left to right) Camden Hughes, the official batboy, Vanessa Kennedy, Brittany Bidwell, Heaven Scheuring and Sara Seitz; (not pictured) Katie Sentelle and Patrick Noblin. Below, second-place winners: Zach Woodard (D13), Mike Bolcas (Central Office), Jarrett Joyner (D5), Amanda Howard (D13), Hannah Gibson (D17), Robert Taylor (D16), Heather Meredith (D5), Dennis Guillaume (D5), Sarah Gibson (D17), Trent VanMeter (D5), Mike Mitchell (D19). Not pictured: Jamie Conover (D16).



Ceremony Demonstrates Focus on Education



The 2012 WKCC Education Graduation Ceremony was held in the prison's gymnasium due to the large number of individuals involved. One-third of the inmate population participated. Student inmates graduated with the following certifications/diplomas: Microsoft Office, Cabling/Networking, Horticulture and GED. The remaining attendees were actively involved in an educational class/trade. The annual event provided both student and staff the opportunity to feel pride and accomplishment for their hard work, and took the coordination and cooperation of every WKCC employee. Accolades are extended to the WKCC Education Staff for their dedication to the program and the successful achievement of assisting the inmates in this road to lifelong learning. The WKCC staff represents over a century of teaching/trade expertise. The Education staff includes, Matt Herring, Corrections Education Administrator; Sally Jo Riley, Administrative Specialist; Susie Parrish, Sean Mestan, Jayne Walker, Ann Farmer and Natalie McPherson, Adult Basic Education/GED; Jarred Kinnis, Horticulture; Guy Hayes, Carpentry; Rose Ryan, Kim Gains and Deedra Hart, Microsoft Office; Steve Woodward and David Kaminiski, Cabling/Networking.

Sneak Peak ...

Coming in December:

*A story on the Department's
Education Branch!*



Whitley honored at retirement

Kimberly Whitley, a 25-year veteran of the Department of Corrections was honored with a retirement celebration on Sept. 19. DOC employees and retirees said farewell to Whitley, and took turns expressing to her how she had impacted their lives personally and professionally. Her family attended the reception with her, which was held at Blackburn Correctional Complex. Whitley's career includes deputy warden posts, three years as warden of Frankfort Career Development Center, and director of the Department's Professional Standards Unit.



Marion Co. Jail Graduation Ceremony

Marion County Detention Center recently held an inmate graduation to acknowledge the hard work of staff and inmate participants. The GED graduation included county and community custodial inmates from SAP, and the Living in Balance (LIB) programs. Jailer Barry Brady said the inmate graduates were excited to be able to participate in a graduation ceremony wearing a cap and gown. Pictured at far right is Brady, and far left, John Sparrow, Adult Education for Marion County.

Communication Overload Can Lead To Loss in Productivity

Poor communication skills pose equal threat

"KSR's phones are out and are being worked on."

"District 17's e-mail and internet capabilities are down."

"Heyy, have u got taht special Report don e? I ned it ASAP."

E-mails, e-mails, and more e-mails, at times our days seem overwhelmed by e-mails. The modern workforce at times seems to live and die by its ability to electronically communicate with each other.

Unfortunately all of this electronic communication can lead to two big problems in the workforce today; wasted productivity and poor communication.

Have you ever thought about how many e-mails you get in a day? National Public Radio reported in 2008 that over 210 billion e-mails are sent out worldwide.

According to Forbes.com, on average, US workers send and receive per person over 230 e-mails per day. Thirty percent of all of those work related e-mail can be labeled "occupational spam" according to Forbes.com.

"Occupational spam" e-mails can take the form of e-mails where you were the CC (carbon copy), or BCC (blind carbon copy) recipient just sent to "keep you in the loop," even if you really do not need to be in the loop.

These e-mails may also be important e-mails simply sent to the wrong person. Routinely if I am away from the office for a day, and cannot check e-mails during that day, I will find over a hundred e-



By Evan Roach
Supervisor

Probation & Parole District 4
Louisville

mails waiting for me to review the next day; some are very important and some are not, but all take time to read and respond to.

Okay there are a lot of e-mails sent everyday, so what? The problem is a loss of productivity in dealing with e-mails that have nothing to do with us. Forbes reported in 2008 that US businesses lose over \$650 billion in productivity annually due to dealing with unnecessary e-mails.

Now, we all have gotten JUSCOR All e-mails reporting some sort of problem or the fact that someone maybe out of the office for a time. The problem is that for some that e-mail notification is critical to continued productivity, but to others the e-mail is a waste of time and a loss of productivity.

The question to be asked when you are sending out that e-mail is, "Does everyone really need to get this e-mail?"

Unfortunately e-mail overload is not the only workforce problem we face with e-mails. Poor communication via e-mails is as much

Please See COMMUNICATION, Page 24



Parole Board Retreat

Members of the Kentucky Parole Board recently held their annual retreat. Staff from the Center for Effective Public Policy (CEPP) were among those who provided training. Pictured above, L-R: William Burrrell, independent corrections management consultant (presenter); John Cummings, board staff attorney; Board member Shannon Jones; seated Becki Ney, CEPP; Board chair Larry Chandler; Board member Amanda Spears; Board member George Carson; Peggy Burke, CEPP; Board member Sarah Johnson; Board member Neeka Parks; Board member Verman Winburn; Board member Caroline Mudd; Justice and Public Safety Cabinet Secretary J. Michael Brown; and Gary Kempker, CEPP. Left: Board member Dwayne Depp looked over the training agenda.



Annual KECC Fundraising Campaign Underway: DOC Employees Challenged to Participate

By Jeri Zoochi Hines
2012-2013 KECC Coordinator
Department of Corrections

This year I volunteered to take over as the KECC Coordinator for all of DOC, statewide. (I know-crazy, right?) But with all my heart I hope I can do some good.

This year's campaign is called "Ignite the Future" and while I may have been here only a short time, I know each of you possess a giving spirit. I've witnessed it many times.

By now each of you have received your KECC brochure and form to fill out. If you have not, please let me know

and I will see that you get one.

I heard that KECC was being discussed in a meeting here at DOC the other day when a simple suggestion was made. What if we all could pull together and make the commitment to give \$1 per paycheck to KECC? That got me thinking.

One dollar per paycheck.

What if each one of us could make this one simple commitment? What if each one of us could take this one simple step?

A simple step can make a HUGE difference. And each one of us can choose where we want that dollar to go. (By the

way, that would raise \$96,000 if we all commit.)

WOW. Just one dollar per paycheck. YOU get to choose where it goes.

I hope each of you finds a way to contribute!

Thanks so much and please contact me if you have any questions: jerizoochi.hines@ky.gov; or 502-564-4726, ext. 22267.



Jeri Hines

Secretary J. Michael Brown, Justice & Public Safety Cabinet Receive 'Spirit of Prodigal Award'

In recognition of exemplary leadership and understanding of public safety and justice issues, Secretary J. Michael Brown and the Kentucky Justice and Public Safety Cabinet received the 2012 Spirit of Prodigal Ministries, Organization Award. According to the award notification letter, "Secretary Brown has exemplified extraordinary 'heart and head' understanding of the issues surrounding ex-offenders' return to society. Prodigal values and approach to placement and oversight of women and men straight out of prison have been welcomed by his organization, and Mr. Brown personally has supported Prodigal Ministries' activities. The Justice and Public Safety Cabinet has embraced Prodigal's service model as part of Kentucky's mix of community-based after-care support programs."



Communication

From Page 22

of a problem as too many e-mails. We have all received e-mails where an attachment was forgotten, the e-mail was blank, the majority of words in the e-mail are misspelled, and the like.

E-mails like this can lead to miscommunication between workers, or even be misinterpreted altogether. Just as you have when speaking to people face to face, there is a proper etiquette in sending e-mails. Here are some helpful tips for e-mailing etiquette:

1) Begin your e-mails with a simple greeting like "Hi," "Hello," or "Dear (insert name)." Just launching straight into the e-mail can be interpreted as impoliteness or impatience.

2) There is a wonderful tool on your computer called Spell Check, please use it! Also, if you can, read the e-mail you

just composed to yourself out loud before you hit send. If the e-mail you read does not make sense to you it will not make sense to the person who receives it.

Please remember, an e-mail you send out may be forwarded to the Director of Probation and Parole, the Commissioner, a Judge, or some other outside agency as part of your job duties.

You would never want anyone to look at you in an unprofessional light, so why send an e-mail full of grammatical errors and misspelled words.

3) Take time to make sure your subject line accurately reflects the content of your e-mail. This can help ensure that your e-mail gets the proper attention it deserves.

4) Be concise in what you are saying in your e-mails. Writing an e-mail that could rival Doctor Zhivago, War and Peace, or any other unbearably long novel you can think of, will either lose the reader in a multitude of words or simply be ignored.

5) Do not send an e-mail when you are angry. Sending out an e-mail that is tainted by your anger with your boss, wife, kids, etc can only hinder you in the workplace, or worst it could ruin your career.

If you're mad, take time before you do or send out anything. Whatever you are mad at today may not be so maddening tomorrow, and may even seem trivial after the passage of time.

6) Most importantly we must remember that any e-mail sent on our state e-mail account is the property of the Commonwealth. These are not our computers and it is not our e-mail account, so keep personal e-mails on your own personal computers and personal e-mail accounts.

E-mails can be very effective tools in conducting your day to day business in Corrections.

Just remember that e-mail's effectiveness in the workplace can be limited by how you use your e-mails and who you send them to.