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SCDC overtime pay boosts income and supplements retirement. Learn more.

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A Word From The Director :

***Be an advocate for SCDC.***

The numbers show that new recruiting efforts are working . We all must make an effort to support our fellow employees and share the positive aspects about the career. Bringing those who want to make a difference into the institutions is only the beginning, It is up to all of us to stay motivated and keep moving in the right direction. We all need to be advocates for the agency.

The agency has implemented a new pilot program that allows officers to participate in overtime at select institutions that can provide up to nearly \$4,000 more each year in salary. This boost also supplements your retirement pay. Be sure to take advantage of overtime and tell your fellow employees about the opportunity.

Thanks for all you do.

*Bryan P. Stutz*



Dear Officers and Staff,

The Communications office is evolving. As we wish Stephanie Givens a fond farewell, we welcome Dexter Lee, legislative liaison, as the interim public information officer.

Please give Mr. Lee your full support during this transition.

Thanks for all you do!

Your Communications Team,

Clark Newsom

Clark.Newsom@doc.sc.gov



## Former Hootie Drummer Delivers Testimony to Lee ATU Graduates

The first song Lee CI's institutional choir sang at the July 28, 2016 ATU graduation was "Hold My Hand", a classic hit by the famous South Carolina rock band, Hootie & the Blowfish. It was fitting for the occasion as the Horizon Addiction Treatment Unit's latest class graduated 16 inmates. Each graduate depends literally and figuratively on holding the hands of others to help them through a six-month program designed to address their substance abuse, criminal-thinking, and other life skill issues using a therapeutic community model treatment approach.

The music was apropos also because it honored the featured graduation speaker, Jim Sonefeld, a drummer and vocalist for Hootie & the Blowfish. Sonefeld wrote the song in 1994 as part of the group's iconic debut album *Cracked Rear View*. That album would become the 16<sup>th</sup> best-selling album of all time in the United States and launched Hootie toward world-wide success.

Sonefeld was visiting Lee CI for the third time. He was there earlier in the year to work with Lee CI's music program along with the DeCoda ensemble, whose visit to Lee and South Carolina was partially funded by the Hootie & the Blowfish Foundation. This visit was more personal for Sonefeld.



Sonefeld told the graduates that despite his and the popular musical group's success "the lines of truth became blurred by my addictions, and I relied heavily on drugs and alcohol to cope with the emptiness growing inside of me." "I struggled to find peace and to hold my personal life together while surviving as a progressively sick alcoholic living life on the road," said Sonefeld. He said friends and family members tried interventions to no avail, and that it was not until 2004 that he realized he had to do something to turn his life around. Since then, Sonefeld says he has had a full, spiritual awakening leading to a complete lifestyle change. He has recreated himself as a Contemporary Christian artist. Sonefeld says he tries to help others, like the inmates in the Horizon ATU program, by sharing his story and music through the Celebrate Recovery program.

Sonefeld congratulated the graduates on the steps they had taken in their lives through the Horizon ATU program at Lee CI, but encouraged them to have a sponsor and continue a program that would allow them to maintain their sobriety on the outside. "Don't be afraid to hold someone else's hand when you face temptation and need their help", Sonefeld concluded.



# SC Corrections Department seeks to fill vacancy void with recruiting campaign

*By Cynthia Roldan, Previously printed by The State Newspaper, September 5, 2016*

A magnetic board inside the S.C. Department of Corrections recruiting office lists every institution the agency runs – and how short they are on manpower at each one.

It gets updated every day. On a recent weekday, the agency was about 535 staffers short, down from 728 in January.

The small boost in staffing still means dorms are often on lockdown to protect the safety of inmates and correctional officers who are vastly outmanned. Inmates, who are usually free to roam inside their dorms during the day, are restricted to their rooms.

But the Department of Corrections is aggressively working to change that. In recent months, the agency has launched an intensive recruiting effort. They've streamlined the hiring process and invested in marketing the agency through billboards, ads on the radio and in newspapers. A television commercial is also in the works.

The Legislature also approved a \$1,500 pay bump for SCDC staffers, which boosted starting base pay to \$26,375. The raise, however, wasn't enough to knock the SCDC position from being one of the lowest-paid law enforcement jobs in the state.

SCDC Director Bryan Stirling said he intends to ask the S.C. General Assembly for an additional \$1,500 pay increase during the 2017 session for his officers. The agency has also reinstated other positions, like dorm managers, to motivate officers with an additional career path. And they now get spot bonuses of up to \$250 for going above and beyond their jobs.

"We're seeing the results," Stirling said. "We're hoping the things we're doing will help with the officer retention number."



Lt. Regina Mays talks with Joan Hooks during a job fair at Midlands Technical College in Columbia. The South Carolina Department of Corrections is working hard to recruit correctional officers. Tracy Glantz

Continued from page 6.

## Recruiters face competition

Efforts also include dispatching five full-time recruiters throughout the state in hopes of getting people to consider a job in corrections. Recruiters visit unemployment offices and job fairs statewide.

But at the fairs, SCDC recruiters are competing against other more lucrative private jobs and other state agencies.

That was the case on Wednesday at the job fair for careers in public service at the Beltline campus of Midlands Technical College. Recruiters from the Department of Juvenile Justice to S.C. Highway Patrol were there, too.

Students who spoke to corrections recruiter Lt. Regina Mays about a job at the agency also wandered to the Highway Patrol or Columbia Fire Department recruiters.

Mays remained unfazed. Each agency offers something different, she said.

“Everybody has their preference,” Mays said. “We just keep doing what we’re doing.”

Yet, Mays and the rest of the team have a tough fight ahead. During the Wednesday job fair, not one student who stopped by the SCDC table filled out an application. A woman, who is graduating in December, left her resume with Mays – and every other law enforcement agency there.

Joan Hooks was among the few who seemed interested in Mays’ selling points. Hooks, a 44-year-old Columbia resident, will graduate in a few years with a degree in human services.

Hooks said the pay of experienced officers at SCDC, coupled with the incentives the agency provides, is attractive. But a job at the Department of Corrections won’t be her first choice when she graduates, Hooks said. Or second. Not even third.

“I enjoy helping people,” said Hooks, while acknowledging that careers in that line of work are rarely fruitful financially.

If the job was as exciting as Mays portrayed, it could move up her list, Hooks said. But Hooks worried about the stories she’s heard of the agency – the fights among inmates and the staffing shortages at facilities. A fight between several inmates at Lee Correctional Institution broke out Thursday, sending two to an outside hospital.

“That’s the only thing that is a deterrent,” she said.

## More than 500 hires to go

Turnover rates at SCDC for first-year officers are as high as 50 percent, according to agency data. But officials have made changes to address that.

Previously, recruits would go through a six-week program before setting foot inside a prison, said Capt. Gregory Pack. Some would quit after several days on the job.

Now, applicants are taken inside one of the prisons to see the environment they’ll be working in. Pack said it helps recruits out.

“They can determine if they really want to be confined to a prison setting,” Pack said. “They can see if that’s really what they want to get into.”



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Sometimes, recruits leave a facility knowing the job is not for them, Pack said. And sometimes recruiters make the decision for the applicant.

“We’re trying to see how they behave, if they look timid or very eager to know more,” Pack said. “We ask them about their values, trying to find out what type of character they have.”

Recruiters on average tour the facility with as many as 10 applicants or few as one. There have been times when none of the scheduled applicants show up, Pack said.

And they come from all walks of life. The backgrounds of applicants on Aug. 22 were vastly different: from a S.C. Department of Juvenile Justice Officer who decided he’d rather work with adults to a former oil industry staffer who moved to South Carolina to take care of an ailing parent.

Among them was Jessica, an Upstate resident in her 20s whose last name is being withheld at the request of SCDC officials. Jessica’s friends, who work at a county jail, suggested she get into the corrections field.

But Jessica looked uneasy while touring inside SCDC’s Camille Griffin Graham Correctional Institution, a women’s facility. She stayed closest to the lieutenant serving as a tour guide and outpaced the rest of the group back to the van. But she continued through the hiring process nonetheless.

“I liked it,” Jessica said. “It’s pretty interesting, and I can make a good career.”

She was one of six candidates hired that day to start on Tuesday. The board was later updated to reflect the new hires.

Six cadets added. More than 500 to go.



Lt. Erika Grissett talks with Julissa Allen, left, and Elisha Wallace, during a job fair at Midlands Technical College in Columbia. The South Carolina Department of Corrections is working hard

## JUDGES VISIT KIRKLAND CI FOR BEHIND THE WIRE LOOK AT CORRECTIONS

Kirkland Reception and Evaluation Center welcomed five judges from around the state to learn more about Corrections on Wednesday August 17. It was an enlightening visit to highlight the importance of officer safety, appropriate sentencing and positive programs and services at the agency.

Judges Craig Brown, Frank Addy, Perry Gravely, Dan Hall, and Kristi Harrington began the morning with a meet and greet in Warden Tim Riley's office before setting off on a brief tour of the reception and evaluation center and then the CIU dorm. Director Stirling addressed the group and stressed the importance of sentencing currently incarcerated offenders who show that they are a threat to safety and security of the institution and fellow officers.

Kirkland R&E officials were on hand to educate the judges about prison logistics and operations, as well as sentencing issues. Effective programs and services were another topic of discussion to highlight positive programs that impact public safety and put returning citizens back to work.

Thanks to the staff at Kirkland R&E for an informative visit!



## Kershaw CI Conducts Team Training

Kershaw Correctional Institution conducted vigorous team training exercises on August 4<sup>th</sup> and August 11<sup>th</sup> at the City of Kershaw's Stevens Park Recreation Center located near the institution.

Warden David Dunlap said the team building exercises were patterned after agency-wide training that was done by Clemson University for SCDC management and supervisory staff several years ago at an Upstate camp near Pickens, S.C.

About 100 employees participated in a variety of physical and mental exercises on each day. Of course, there was also a cook-out with hot dogs, chips, cookies, and lots of punch for refreshment from the warm temperatures and humidity. "Our staff learned more about each other and how to get along completing about ten physical and mental challenges," said Warden Dunlap. "We also had some great discussions on how all this related to everyday work situations inside the institution. This included concerns about staff shortages and the other issues they face on a daily basis," said Dunlap. "Although it was hot and tiring, everyone seemed to agree that it was a very positive experience." Here is a sample of KerCI's Team Building Training:





**Great Job Team Kershaw!!**

## **PUSD Celebrates a Birthday at its Board of Trustees Meeting and District Wide In-Service Training**

The Palmetto Unified School District held its annual Board of Trustees meeting and in-service training at the SCDC Training Academy on August 3, 2016. It was an extra special day because PUSD is celebrating its 35<sup>th</sup> year of existence at the Department of Corrections. A main objective of the meeting, as always, is to provide the District/Agency's educational staff members with information that will enable them to efficiently and effectively operate school programs in each of SCDC's 22 institutions. The occasion also serves as an opportunity to recognize institutional and individual achievements during the past year. Sandra Barrett, Deputy Director of Programs and Services for SCDC, was the guest speaker during the morning session.

Superintendent Dr. Randy Reagan presided over the meeting and pointed out the importance of the Character Education concept utilized by SCDC. "Creating a more positive climate and increasing employee and inmate morale is paramount to the success we're able to achieve," stated Reagan. He pointed out that the inmate population dropped last year and that while assaults were up, there was a 6% decline in inmate grievances.

Dr. Reagan said during the year there was a 10% increase in academic achievements such as earned diplomas, GEDs, Vocational certificates, WorkKeys certifications, and OJT awards in the inmate population. The On the Job training was actually up 40%, Reagan reported, to its highest number ever. The superintendent also said that new vocational programs like culinary arts, residential and commercial painting and plumbing had been added to the curriculum.



Yvette Lakin (R) receives Academic Cup of Excellence from Ms. Barrett and Ms. Rebecca Godbey (L), Board of Trustee member.



Among the many awards presented, Manning CI School Leader Yvette Lakin received the Academic Cup of Excellence for showing the greatest academic gain district-wide and for meeting all her academic goals.

The 2017 Teacher of the Year Award went to Linda Bratton of Perry CI. She was awarded with the traditional rocking chair made by SCDC inmates in the carpentry program. Ms. Bratton will also be awarded \$1,000 by the South Carolina Department of Education.

**Congratulations to all our Educators for the outstanding job they do every day to improve the lives of our inmates!**

## Students from Columbia Urban League Intern with SCDC



The South Carolina Department of Corrections welcomed seven interns from Columbia's Urban League. The college students, from universities across the country worked in various divisions throughout the agency to become acquainted with a plethora of careers in corrections.

The partnership with the Columbia Urban League is a public awareness initiative helping to educate community members on agency offerings. The student interns worked with the agency throughout the summer. More internship opportunities are scheduled for future dates. Be sure to say hello and tell them what you do for the agency and the state of South Carolina! If your division would like to host an intern in the future please contact Dexter Lee.

Tyler Holloway – RIM

Eric Manning --- IG

Derwin Platt --- Legal

Kyla Powell --- Communications

Ki-Ga Pride ---- Legal

Rachel Thomas --- Health Services

Jordan Thompson ----- Operations

SOUTH CAROLINA DEPARTMENT OF CORECTIONS  
LIEBER CORRECTIONAL INSTITUTION

Awards and Family Day Celebration

On Thursday, July 21, 2016 Lieber Correctional Institution's Faith Based Living Unit held a graduation celebration for classes held from January through April. The inmates were able to enjoy delicious food and the company of their families. This celebration was the first of its kind at Lieber. Participating inmates were able to invite 2 family members for support as they received their achievement certificates and shared a meal. Classes included budgeting, divine purpose, poetry and military history. During the quarter tutoring was offered to the inmates striving to receive their GEDs. We look forward to holding more graduation celebrations like this in the future.



## Manning's SCCA Chapter Helps Incarcerated Families with School Supplies

Staff at Manning Correctional Institution, who are members of their local chapter of the South Carolina Correctional Association, recently organized school supplies to distribute to offender's children. The members at Manning say this is a way of offering their thanks to offender's families for their always generous support during SCCA food sales.



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**SOUTH CAROLINA DEPARTMENT OF CORRECTIONS**

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**BLOOD DRIVE**

**TUESDAY SEPTEMBER 27, 2016**

**TRAINING ACADEMY MULTI-PURPOSE ROOM**

**9 A.M.—3 P.M.**



**Please contact Rachel Hodge, BSN, RN to donate.**

**Phone: (803) 896-1428**

**E-mail: [hodge.rachel@doc.sc.gov](mailto:hodge.rachel@doc.sc.gov)**

# Can Do Awards

The Can Do Club Award is given to individuals or groups. Supervisors are encouraged to give this award to their employees, and visa versa, anytime an individual is caught doing something right or exhibiting good character.

Two Can Do Spirit Awards per year may be given by an employee who has been with the Agency for at least six months. Spirit Awards are not meant to be given to immediate supervisors or to employees you directly supervise. Remember, only one person can sign a Spirit Award. This award is to be given to one employee who has gone above and beyond the call of duty to make YOUR job easier.

**If you need Can Do Spirit or Club Awards**, please contact Mindy McManus at: 896-1744 or by email at [mcmanus.mindy@doc.state.sc.us](mailto:mcmanus.mindy@doc.state.sc.us). If you need to send a mainframe message, the user ID is "c013509")

## PREVIOUS MONTHS

### CAN DO CLUB AWARDS

#### ***Trenton Correctional Institution***

Sgt. John Jackson; Sgt. Brian Lee (Major Joseph Canning III)

## JULY 2016

### CAN DO CLUB AWARDS

#### ***Allendale Correctional Institution***

Ofc. Cheryl Dickerson (Sgt. Jennifer Pulaski)

#### ***Broad River Correctional Institution***

A/W Michael Stephan; Paul Dennis; Minnie Macon; A/W Gregory Washington; Linda Brown (Larry Cartledge)

#### ***Camille Correctional Institution***

Jonathan McDonald (YFOIS Staff); Robercena Cain, Lt. Iris Chambers; Pia Friday; Maj. Kathy Small; Capt. Amelia Williams; Lt. Tini Bookman; Lt. Carylon McCarty; Captain Teshawnda Broome; Sgt. Michelle Brown (A/W Marilyn Griffin) Sgt. Mahogany Dubois (Bobbi Lytle)

#### ***Kershaw Correctional Institution***

Sgt. Randall Brown; Ofc. Jillianne Ventura; Sgt Rodney Baker; Lt. Rodney Holliday(Lisa Ingram)

#### ***MacDougall Correctional Institution***

Ofc. Traci Kirkland; Ofc. Maverick Jackson; Ofc. Stephen Britton (Capt. Francis Garnet)

#### ***Manning Correctional Institution***

Kingsley Emetu; Cembra Davis; Eddie Gore (Nena Staley)

#### ***Perry Correctional Institution***

Ofc. Tina Byrd (Lt. David Smith) Cpl. Rodney Martin (Lt. Daniel Cotter) Ofc. Keshonda Roper (Felicia Ogunsile)

#### ***Trenton Correctional Institution***

Ofc. Clayton Chisolm (Sgt. Mark Courtney)

#### ***Walden Correctional Institution***

Sgt. Milton Walton; Sgt. Randy Fleming; Sgt. John Norman; Sgt. Johnnie Kelly;Cpl. Thomas Washington; Ofc. James Audette; Ofc. Trequamon Crandall; Ofc. LaShawn Haynes; Ofc. Jared Leonhardt; Ofc. Angela Mitchell; Ofc. Mychelle Mitchell (Lt. Shelby Guyton)

***If coordinators need more Can Do Spirit or Club Awards, please contact Mindy McManus at: 896-1744 or by email at [McManus.Mindy@doc.state.sc.us](mailto:McManus.Mindy@doc.state.sc.us), or by mainframe message at "c013509***

# Can Do Awards

**JULY 2016**

**CAN DO CLUB AWARDS**

**CAN DO CLUB AWARDS**

***Broad River Correctional Institution***

Sgt. Stephen Jones (Beverly Woods) Lt. Craig Beck-ett Jr.; Lt. Patricia Cunningham; Ofc. Paula Goodman; Amy Paxton; Courtney Olds; Ofc. Otis Daniels; Ofc. Michael Gollach; Ofc. John Brown; Ofc. Calvin Grubbs (A/W Michael Stephan)

***Kershaw Correctional Institution***

Sonya Adams; Tracy Jenkins (Warden David Dunlap)

***MacDougall Correctional Institution***

Ofc. Corley Bridges; Ofc. Marshall Troublefield; Ofc. Traci Kirkland (Capt. Rodney Chang)

***McCormick Correctional Institution***

Bonnie Callan; Willie Hill; Albert Hall; Alyce Bell; Ar-nisa Beard; Joseph Mays; James Harvey; Juanita Moss(A/W Alyson Glidewell)

***Perry Correctional Institution***

Cadet Mitchell Ward (Jose Rodriguez) Sgt. Jeff Bilyeu; Sgt Augustine Njoku; Ofc. Joshua Adams; Ofc Joshua Fabanwo; Ofc. Tina Byrd; Ofc. Michael Ma-iato; Ofc. Jacob Churray; Ofc. Charles Wadick; Ofc. Randy Tollison; Ofc. Kenneth Myers; Lt David Smith; Lt. Dennis Popella (Lt. Robert Blackburn) Lt. Robert Blackburn (E.J. Bonenberger)

***Trenton Correctional Institution***

Ofc. Felecia Brooks (Major Joseph Canning III) Chari-ty Jackson (Lt. Jonathan Moore)

***Tyger River Correctional Institution***

Ofc. Lisa Simpson (Lt. Claude Powell)

***Walden Correctional Institution***

Cpl. Page Wiley; Tara Eichelberger; Betty Bodkin (Kristine Thompson) Ofc. Jason Frick (Lt. Benjamin Lewis)

***Wateree River Correctional Institution***

Barry Brown; Michael Love; Carrie Jones (A/W Bill Jordan) Kent Tyler; David Coker (Sgt. Elijah Stewart)

***If you need Can Do Spirit or Club Awards, please contact Mindy McManus at: 896-1744 or by email at [McManus.Mindy@doc.sc.gov](mailto:McManus.Mindy@doc.sc.gov) If you need to send a mainframe message, the user ID is "c013509"***

***Behind the Wire*** is a quarterly publication of the Communications Department at the South Carolina Department of Corrections. Story ideas and photographs are welcome and, along with comments and recommendations, should be sent to Clark Newsom at: [newsom.clark@doc.state.sc.us](mailto:newsom.clark@doc.state.sc.us). This edition and all archived copies are available on the agency intranet at “**Agency News.**”

Clark Newsom, Communications

Editor