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**O**n February 18, 2011, the Texas Department of Criminal Justice announced a plan for reducing Fiscal Year (FY) 2011 expenditures by \$40 million, a 1.3 percent decrease in spending for the current fiscal year. This reduction is in addition to the \$55 million in biennial savings identified during Fiscal Year 2010.

This action was taken in response to a request all state agencies received from the Governor and the Legislative Budget Board to identify an additional 2.5 percent in possible budget savings during the current fiscal year. For the Texas Department of Criminal Justice, a 2.5 percent reduction in FY 2011 would have equaled approximately \$62.4 million, excluding appropriations for Correctional Managed Health Care and the Board of Pardons and Paroles. Including reductions impacting those two entities, a 2.5 percent reduction in FY 2011 would equal approximately \$75 million.

Most of the FY 2011 savings come from strategies that minimize the impact on staff and operations, to include

## *Budget update:* **Fiscal Year 2011 spending reductions**

*By Brad Livingston, Executive Director*



utilizing unexpended balances and further reducing capital expenditures. However, \$3.1 million of cost savings will be achieved by a reduction in force impacting 400 agency positions, exclusive of unit-based staff and parole officer positions. Another \$1.5 million of cost savings will be achieved through the elimination of the Project RIO program and the associated positions.

You may have read media reports which speculated that a much larger number of positions would be eliminated. The FY 2011 budget reductions were identified in consultation with the Governor's Office and members of the Legislature, and during that process, it was necessary to show how additional reductions totaling \$62.4 million could be achieved. Ultimately, a consensus developed around the agency's initial plan, with some modifications, for achieving approximately \$40 million in savings during Fiscal Year 2011.

I regret it was necessary for any positions to be eliminated, but do not believe we could credibly argue that an

agency of 40,000 employees must be exempt from a reduction in force that is impacting virtually all state agencies. I must also caution all agency employees that the actions taken represent only an immediate response to the FY 2011 budget deficit. The Legislature continues to consider various means of balancing the state's budget not only during FY 2011, but also for the

*Budget continued on back page*

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Texas Department of Criminal Justice

## Criminal Justice Connections

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## LBB study: Windham School District's vocational training proves effective

By Oliver J. Bell, Chairman



An annual evaluation of the training services provided by Windham School District (WSD) has once again found vocational training for offenders to be an effective method for reducing recidivism.

In 2005, legislation was passed requiring WSD to evaluate offender training. WSD was also required to consult with the Legislative Budget Board (LBB) regarding the evaluation and the analysis of those services, with the LBB reporting the findings to the Legislature. This evaluation covers the types of services provided, whether employment is obtained upon release, whether that employment is related to the offender's training, the difference in wage earnings from initial employment date to the one-year anniversary and employment retention factors. To thoroughly conduct the evaluation, WSD collaborated with TDCJ and the Texas Workforce Commission to collect and report data.

The January 2011 evaluation reports the following:

**Types of services provided:** As a part of WSD's educational and vocational services, the district provides secondary vocational training in a variety of trades through its Career and Technical Education (CTE) program. As of January 2011, WSD provided vocational training in more than 30 trades, to include automo-

tive, electrical and welding. Post-secondary vocational training is also available through WSD by way of contracts with two-year colleges. Twenty-three trades, such as advanced welding, computer networking and data processing, are available through this post-secondary program. During the 2009-2010 school year, 10,835 offenders participated in the CTE program, while 2,939 offenders participated in post-secondary training.

**Employment obtained upon release:** The evaluation found that offenders who completed CTE training were 1.2 times more likely to be employed within one year of release than non-completers. They were also 1.3 times more likely to be employed within one year than non-vocational offenders. Offenders who completed the post-secondary vocational program were 1.6 times more likely to be employed within one year than non-completers and 1.4 times more likely to be employed within one year than non-vocational offenders.

**Employment related to training:** Of the offenders who completed CTE training and were employed within one year of release, approximately 78 percent were employed in jobs related to their training. Of the offenders who completed the college vocational training and were employed within one year of release, approximately

77 percent were employed in a job related to their training.

**Difference in wage earnings from initial employment to one-year anniversary:** The evaluation found that the average annual income of offenders who completed the CTE program was 1.2 times greater than those who did not and 1.1 times more than offenders with no vocational training. The average annual earnings of offenders from the post-secondary vocational program was 1.1 times higher than vocational non-completers, and 1.3 times higher than offenders lacking any vocational training.

Further examination of these earnings inequalities reveals that offenders who completed vocational programs (CTE or post-secondary) were more likely to exhibit an increase in earnings over their first year of employment. Of the employed offenders who completed CTE training, approximately 37 percent exhibited an increase over the first year, while employed offenders who completed college vocational training exhibited a 43 percent increase in earnings.

**Employment retention:** For this evaluation, WSD tracked released offenders

*WSD continued on back page*



## National Crime Victims' Rights Week Reshaping the future, honoring the past

By Mike Jones, TDCJ Victim Services Division

Every April in communities across Texas, crime victims, victim advocates, criminal justice professionals and the general public commemorate National Crime Victims' Rights Week. For 30 years Texas has been a leader in the victims' rights movement, and there is no better time than now for Texans to focus on the hard-won rights that victims of crime in our state have earned.

Crime victims, determined to overcome the effects of crime and regain control of their lives, were the driving force behind the creation of the Texas Crime Victim Bill of Rights, which became law in 1985. Prior to that, crime victims in Texas had little or no opportunity to participate in the criminal justice process. Even among criminal justice professionals, few were aware of victims' needs: to feel secure, to be informed, and to be heard and heeded by the criminal justice system.

In May 1993, a Victim Services section was established in the Parole Division of the Texas Department of Criminal Justice. The section notified crime victims, whose offenders were incarcerated within TDCJ, about their offender's status, particularly in regards to the parole review process.

The Texas Department of Criminal Justice demonstrated its commitment to crime victims when "to assist victims of crime" was added to the agency mission statement and elevated the Victim Services section to division status in 1997.

### National Crime Victims Rights' Week

The first crime victims' rights week was organized in 1975 by the district attorney's office in Philadelphia. Six years later, President Reagan established National Crime Victims' Rights Week (NCVRW) as an annual event. Since its inception, NCVRW has challenged the nation to reshape the future by seeking rights, resources, and protections needed to rebuild crime victims' lives.

The 2011 NCVRW theme - Reshaping the Future, Honoring the Past - recognizes the ability of the victims and their advocates to alter history and transform lives. Each year, we celebrate decades of hard-earned progress and renew our commitment to overcome the harm caused by crime. By asserting rights and mobilizing resources that did not exist 30 years ago, victims hope to reshape their destinies by overcoming the negative effects of crime.

The U.S. Department of Justice will officially begin National Crime Victims'

Rights Week with the Annual National Candlelight Observance on Thursday, April 7, in Washington, D.C. The Attorney General's National Crime Victims' Service Awards Ceremony, which honors individuals and programs for innovations and outstanding achievements, will be held on Friday, April 8, also in Washington, D.C. For times, locations, and other event details, visit <http://ovc.ncjrs.gov/ncvrw/events.html>.

TDCJ Victim Services will join with other agencies and advocacy groups to host a statewide event honoring crime victims and their advocates on April 14 and 15 in Austin.

The Victim Services Division invites all TDCJ employees to support NCVRW by participating in scheduled activities in communities all across Texas. These events, which include community walks and runs, education and art expos, and a variety of recognition ceremonies, are designed to increase awareness of victims' rights issues and the accomplishments achieved during the victims' rights movement.

For more information about National Crime Victims' Rights Week, contact the Texas Crime Victim Clearinghouse at 800-848-4284 or 512-406-5931, or by e-mail at [tdcj.clearinghouse@tdcj.state.tx.us](mailto:tdcj.clearinghouse@tdcj.state.tx.us). ●

# Chairman's Football League: Second quarter

The second quarter of the Chairman's Football League was another success. For this quarter, employees were challenged to continue regular exercise and a healthy lifestyle, with points being earned for practicing healthful activities. Congratulations to the following divisional winners and other top competitors.

	Champion	Second	Third
<b>Division 1:</b> 39 or fewer employees	Parole Division Region III Office	Specialized Programs Parole Division	Support Operations Correctional Institutions Division
<b>Division 2:</b> 40 to 99 employees	Houston III District Parole Office	Administrative Review	Agribusiness, Land and Minerals
<b>Division 3:</b> 100 to 199 employees	Fort Stockton Unit	Tulia Unit	Information Technology Division
<b>Division 4:</b> 200 to 299 employees	Lynaugh Unit	Cole State Jail	Stevenson Unit
<b>Division 5:</b> 300 or more employees	Jester IV Unit	Manufacturing and Logistics	Hightower Unit

The Lynaugh Unit and the Fort Stockton Unit won repeat championships in their respective divisions, with Lynaugh earning the most points of all participating groups for the second time in a row. Congratulations also go out to employees of the Windham School District, who topped Division 7 with 15,939 points. ●



## *Connections to end print edition*

The printed publication of *Connections* is being halted due to budget reductions. An electronic version of *Connections* will continue to appear on the agency's website. ●

## Agency leave policies reorganized

On December 1, 2010, Human Resources published a major reorganization of the personnel directives regarding leave benefits. The reorganization eliminated redundancy and consolidated the types of leave to help make the directives easier to use.

Most of the changes are to comply with the Family and Medical Leave Act, which was amended in January 2009 and has since been clarified by the U.S. Department of Labor. Additional changes were mandated by Texas statutes and executive management decisions.

PD-06 and PD-51 were eliminated, with their subject matter moved to other directives. Several procedural changes were made that benefit all TDCJ employees, such as greater flexibility regarding the types of leave you may use while taking Family Medical Leave (FML).

Changes to directives include:

- ▣ **PD-46** has been renamed Medical and Parental Leave and now includes FML procedures, state parental leave, sick leave, extended sick leave and leave without pay – medical.
- ▣ **PD-49** has been renamed Leaves Other than Medical and Parental. Look here for procedures regarding vacation, overtime, holiday time, compensatory leave, most types of administrative leave and leave without pay.
- ▣ **PD-50** Sick Leave Pool. All procedures regarding the sick leave pool can be found here.
- ▣ **PD-53** was renamed Employee Awards and Recognition and now includes procedures regarding administrative leave for outstanding performance (ALOP).
- ▣ **PD-76** Employment and Reemployment of Members of the Uniformed Services now contains all information regarding the various types of military leave, including administrative leave and leave without pay.

All Human Resources personnel directives can be found on INFOPAC and on the Human Resources page of the TDCJ website. ●

## Call toll-free to report waste, fraud and abuse of TDCJ resources

**Waste, fraud and abuse of state resources cost all taxpayers millions of dollars each year.**

The Office of the Inspector General is dedicated to detecting, investigating and prosecuting reports of waste, fraud and abuse of state resources within all divisions of the Texas Department of Criminal Justice.

If you have any information regarding waste, fraud or abuse of state benefits, equipment, personnel or funds, please contact the Office of the Inspector General, Crime Stoppers or the State Auditor's Office toll-free.

**Office of the Inspector General**  
**1-866-372-8329**

**Crime Stoppers**  
**1-800-832-8477**

**State Auditor's Office**  
**1-800-TX-AUDIT (892-8348)**



## Information resource security threat: the Social Engineer

By Marilyn Cummings, TDCJ Information Security Officer

**T**DCJ relies on a quality information resource security program to reduce risk of data loss and theft. Learning to identify information security hazards will help you avoid becoming an unwitting victim.

“Social engineering” describes a non-technical breach that involves tricking people into ignoring security procedures by deliberately deceiving and manipulating them into revealing confidential information. Social engineers rely on people’s natural inclination to be helpful and cooperative. They may even go so far as to pose as a chatty person who talks you right out of your password.

Unfortunately, not all social engineers are strangers, and not all social engineers are only after company information. Consider this example: Karen works closely with Melissa. They share office space and interact every day. They even know each other’s computer login ID and password. They are a team.

Then, Karen receives a promotion and Melissa does not.

Melissa continues working without complaint, but as soon as Karen leaves the office for a training assignment, Melissa

secretly logs into Karen’s machine, deletes critical files, and sends a scorching email to the department director using Karen’s email account.

Of course, the saboteur is in trouble, and will no doubt lose her job, but what about Karen? Is she in trouble, too?

Yes, she is. According to agency policy, Karen is responsible for actions performed using her login information, which should have been kept secret and not shared with anyone, even a close co-worker.

TDCJ employees have to be especially aware of the risks social engineers pose to information security. Like Billy, who writes his password on a sticky note and puts it on his monitor so it’s easy to see when logging in. Every day, everyone who passes by his desk sees his prominently displayed password. Now, someone other than Billy can log into any computer in the building and access supposedly secure data without anyone’s knowledge. When the damaging activity is traced back to Billy’s login ID, he would be held responsible for the perpetrator’s actions.

It’s easy to prevent these kinds of problems; simply never give your login credentials to anyone. The Information

Technology Department’s Computer Help Desk has an administrative login which allows them to do their work. If they ask if you know your password, say you do, but do not give them your password. They are only ensuring that you will be able to access the system on your own after the help call has ended. If they need your password, they will specifically ask for it. In any event, you should always change your password immediately after a computer problem has been resolved.

If you believe you might have been stung by a social engineer and accidentally revealed sensitive information, immediately report it to the appropriate supervisor, including network administrators, so they will be on the alert for any suspicious or unusual activity. Also, change any passwords you might have revealed. If you use the same password for multiple resources, make sure to change it for each account, and do not use that password in the future.

The complete Texas Department of Criminal Justice Information Resource Security Program is available on the TDCJ Intranet under *Manuals and Publications*. ●

## Community Supervision Line Officer Award winners announced



Photo by Irene Robbins

The 2010 Community Supervision Line Officer Award winners were recently recognized by the Judicial Advisory Council. From left, Amy Lowerie of Comal County, Terri Williams of Travis County, David Floyd of Bell County, Winfred Fulce of Bowie County and Lucia Garza Ramirez of Brazos County.



## On the Move

	From	To
Linda Gonzales	Senior Warden <i>Lynaugh Unit/Fort Stockton Transfer Facility</i>	Senior Warden <i>Hobby/Marlin complex</i>
Steven Swift	Senior Warden <i>Daniel Unit</i>	Senior Warden <i>Lynaugh Unit/Fort Stockton Transfer Facility</i>
William Gray	Senior Warden <i>Rudd Transfer Facility</i>	Senior Warden <i>Daniel Unit</i>
Frank Helm	Major <i>Goodman Transfer Facility</i>	Assistant Warden <i>Lewis Unit</i>
Philip Sifuentes	Major <i>Darrington Unit</i>	Assistant Warden <i>Scott Unit</i>
Fred Early	Assistant Warden <i>Smith Unit</i>	Senior Warden <i>Rudd Transfer Facility</i>



# Service Awards

You will find a complete listing of the 10-year service awards under *Saluting Employees* at [www.tdej.state.tx.us/mediasvc/connections/toc.htm](http://www.tdej.state.tx.us/mediasvc/connections/toc.htm)

## JANUARY 2011

### 15 YEARS

#### CID

Vernon L. Allen  
Marilyn J. Atkins  
John A. Atkinson  
Charlotte A. Batiste  
Susan I. Biscoe  
Wayne A. Bowman  
Clifton R. Buchanan  
David C. Carreon  
Gloria J. Carrington  
Cedric E. Cooley  
Sherry E. Courtney  
Eliseo Cruz  
Lonnie W. Dailey  
Lonzo Davis  
Roshima C. Davis  
Malinda L. Deas  
Kenneth D. Dixon  
Dana H. Edwards  
Pedro P. Fonseca  
Linda J. Forbes  
Martin M. Fraley  
Lehua L. Frazier  
Sonia Gallegos  
Shaunte D. Guillory  
Wanda C. Hale  
Bobby D. Hall  
Jeffrey D. Hartsfield  
Iva M. Hedges  
Charles B. Heiman  
Stephen P. Henson  
Jose G. Hernandez  
Pallie A. Hernandez  
Benjamin K. Hulen  
Sylvia Jackson  
Willie J. Jackson  
Marilyn James  
Taryn M. Johns  
Charles R. Johnson Jr.  
Shirley G. Keller  
Marjorie S. Kettler  
Robbie D. King

Erma J. Lee  
John D. Leeper  
Gabriel Lucio  
Robert L. Malone  
Victor Marquez  
Joey L. McKee  
Aundra McKey  
Jesus N. Medina  
Erin K. Metheny  
Mary R. Newton  
Zulema S. Ontiveroz  
Daniel J. Perez  
Stephenie A. Phipps  
Cathy A. Prazak  
Gladys D. Prescott  
Ricardo V. Quintero  
Eusebio Ramirez  
Ramon Ramirez Jr.  
Leroy Rivers  
Rachel R. Roberson  
Jose Saldana  
Mary A. Salinas  
Stephanie D. Sanchez  
Jolynn Sargent  
Todd A. Semlinger  
Jewel R. Shirley Jr.  
Shane Simpkins  
Judy D. Sloan  
Dawn M. Smith  
Michayel A. Smith  
Tammy C. Sonsel  
Kimberly L. Taylor-Harbin  
Winston H. Thompson  
Mary I. Velasquez  
Ronnie J. Walker  
Gerald W. Warren  
Betty C. White  
Jesse D. Wilcox  
Earma L. Wilson  
Marilyn D. Young

#### Parole

Jomilito P. Necesito

#### Rehabilitation Programs

John M. Timmins

#### Board of Pardons and Paroles

Debbie G. Serbantez  
Gilbert G. Torres Jr.

#### Facilities

Paul E. Flournoy  
Tammy J. Warren

#### Human Resources

Cathrine V. Blanchard  
Carolyn Johnson

#### Manufacturing and Logistics

Earline Coleman  
Joyce A. Hadnot  
Jo A. Rawlinson  
Jeanne Y. Reinhart  
Christopher F. Smith  
Glenn E. Thompson  
Tommy M. Thorn

#### Administrative Review and Risk Management

Alisa M. Standley

### 20 YEARS

#### CID

Marcus D. Anderson  
Carol R. Armstrong  
Terry Austin  
Porter L. Bills  
Debra A. Brockington  
Cornelius L. Campbell  
Clarence E. Cooper  
John S. Crawford  
Luis Davila  
Keith G. Gentry  
Darryl E. Glenn  
Lori D. Holiday  
Wendell D. Jackson  
Rosalyn M. Kinsler  
Nicholas F. Larsen  
Earnest L. Maberry  
Sheria J. McKnight

Eric L. Miller  
Rudy Montalvo  
Rosie A. Norman  
Willie D. Patton  
Lois M. Peterson  
Sharon A. Riegel  
Judith M. Roddam  
Jesse G. Rodriguez  
Servanie K. Sessions  
David M. Shearer  
Bobby L. Stone  
Elkana A. Tebebi  
Randy D. Tollett  
Marcy K. White  
Ted O. Williams

#### Parole

Debra F. Darity  
Audrey A. Entringer  
Samuel L. King  
Edna P. Mitchell  
Philip M. Thomas  
Alfie W. Umanah  
Donald B. Wesley

#### Rehabilitation Programs

Karon J. Featherston

#### Facilities

Greg Brown  
Gary L. McCoy

#### Manufacturing and Logistics

Guy T. Campbell  
Michael A. Dowden  
Donald E. Johnson  
Carolyn J. Kimich

### 25 YEARS

#### CID

Carl N. Anderson  
Ruby E. Anderson  
Kenneth D. Arnold  
Dorothy S. Bennett  
John D. Coker

Carl D. Conrad  
Martha J. Davenport  
Lester W. Green  
Pamela S. Guajardo  
Shirley A. Hamp  
Angela Jeter  
James A. Land  
Margaret K. McCleary  
Gwendolyn Miller  
Bobby G. Muller  
Bianca D. Murra  
Debbie A. Parker  
Terry L. Pickett  
Robin T. Routson  
Nathan W. Shroyer Jr.  
Eddie L. Wheeler  
Harold K. Wilburn

#### Parole

Rosella K. Prager  
Kathryn E. Slowik

#### Rehabilitation Programs

Patricia J. Grahovec

#### Business and Finance

Randy K. Johnson  
Garry D. Kent  
James C. Weber

#### Board of Pardons and Paroles

Michael T. Adams

#### Human Resources

Claudette Mack

#### Manufacturing and Logistics

Mark D. Hubbard  
Carolyn A. McKnight

#### Private Facilities

Orly D. Igwe

### 30 YEARS

#### CID

Karen R. Bolton  
James M. Crowson  
Harold W. Fitzgerald  
Edward D. Rougely

#### Parole

Anita I. Thomas

#### Rehabilitation Programs

Jo A. Greene

#### Board of Pardons and Paroles

Charles D. Harris

### 35 YEARS

#### CID

Carolyn L. Robinson

## FEBRUARY 2011

### 15 YEARS

#### CID

Denyartha S. Bailey  
Lila C. Barrera  
Donna M. Bell  
Ursula Y. Bell  
Gale L. Blassingame  
Carolyn J. Brooks  
Bennie B. Brown  
Helen A. Brown  
Melisa Caro  
Oscar Casares  
Helen E. Chenevert  
Glenda Y. Churchill  
Cindy M. Cisneros  
Barbara L. Clouser  
Sandra A. Coleman  
Sherman Cooper

Emma S. Cunningham  
John A. Damian  
Stacey W. Davis  
William R. Dean Jr.  
Ray A. Dollar  
David A. Dwight  
J. S. Easterling  
Ruth C. Fagan  
Debra D. Froelich  
Maria R. Garcia  
Roberto G. Garza  
Kevin L. Gilliam  
Tony Gonzales Jr.  
Larry E. Goucher  
Shelley R. Grayson  
John G. Hamilton II  
David T. Harwell  
Kathryn S. Hood  
Alan D. Howell  
Micheal K. Hughes  
Kenneth E. Hutto  
Alan Hutton  
Thomas M. Ivey  
Olliestine E. Johnson  
Felicia D. Kinney  
Ouida M. Lebeouf  
Lazaro Ledezma Jr.  
Lidya A. Lewis  
Jason W. Lightsey  
Joeseal Mack Jr.  
George M. Magee  
Pamlet Mathis  
Linda E. McAllister  
Ronny J. McMullen  
Deloris K. Neal  
Jeffrey E. Newman  
Janniffer E. Norwood  
Victor K. Osayande  
Darren L. Palmer  
Tommy J. Paske  
Eva Perez  
Roger Perez  
Edwin F. Rodriguez  
Sonja C. Romero  
Kenneth B. Rushing  
Dawn E. Schoeck  
Celia J. Sellers  
Robert C. Shelley

Service Awards continued on page 11

# CONGRATULATIONS RETIREEES

## November 2010

Venessa Adderly	CO V	25 years
Raymond Allen	CO V	12 years
Barbara A. Arias	CO V	13 years
Michael J. Barlow	Industrial Spec III	26 years
Ricky D. Bates	Program Spec III	29 years
Jo A. Bechtel	Laundry Mgr IV	10 years
James L. Biggers	CO V	11 years
Ricky E. Blackwell	Program Spec II	28 years
Susette B. Bohn	Sgt., COs	18 years
C. V. Buchanan, Jr.	Industrial Spec III	11 years
Robert M. Buchanek	Agri Spec IV	34 years
Donald H. Bunnell, II	Industrial Spec IV	23 years
Irene Cardenas	Admin Asst II	13 years
Hollis E. Chandler	Laundry Mgr II	6 years
Donald W. Coburn	Motor Vehicle Tech IV	20 years
Donald R. Conaway	CO V	10 years
Samuel D. Cornelius	CO V	13 years
Maurice W. Cross	CO IV	7 years
Christine Cyphers	Budget Analyst II	28 years
Philip Z. Davila	CO V	19 years
Sandra A. Decosta	Clerk II	16 years
James C. Ethridge	CO V	10 years
Paula J. Ethridge	CO V	10 years
William R. Evans	Mgr IV	23 years
James S. Fincher	CO V	30 years
Elizabeth J. Fisher	Food Service Mgr III	18 years
Adolfo Flores	CO V	14 years
Oralia Flores	Program Spec I	24 years
Stanley J. Frerich	Corr Trans Officer	10 years
Larry L. Fuchs	Admin Asst IV	20 years
Phillip P. Garcia	Maint Supv V	20 years
Amparo Garcia	Admin Asst IV	19 years
George S. Gonzales	CO V	12 years
Patricia Hall	CO V	9 years
Hersel G. Higgins, Jr.	CO V	20 years
Ambrus Hightower, Jr.	Maint Supv III	20 years
Bonnie R. Hill	Clerk II	16 years
Thomas H. Hoilman	CO IV	5 years
Karen P. Jackson	Clerk IV	19 years
Mittie R. Johnson	Parole Officer V	19 years
Paula M. Jones	CO V	25 years

Billy D. Kellerman	CO V	25 years
Judy A. Kocian	Executive Asst I	29 years
Dorine N. Leister	Clerk II	15 years
Walter Leister	Clerk II	14 years
Sandra A. Lewis	CO V	13 years
Emmett W. Lunday, Jr.	CO V	10 years
Charles H. Luquette	CO V	20 years
Tom G. McGehee	CO V	18 years
Beverly G. Mills	CO V	12 years
Nancy E. Morgan	Systems Suppt Spec II	33 years
Sandra L. Nichols	Parole Officer II	20 years
Roberta A. Norwood	CO V	9 years
Margaret A. Penelton	Clerk II	19 years
Levi Prim	CO V	15 years
Walter W. Proctor	CO V	19 years
Judy J. Reed	Parole Officer II	16 years
Leonard B. Richardson	Motor Vehicle Tech V	25 years
Luis Rivera	CO V	26 years
Kathleen A. Rogers	CO V	10 years
Roger P. Rogers	Sgt., COs	10 years
John J. Ropella	CO IV	6 years
Billy H. Self	CO V	8 years
Vicki J. Shelton	CO V	16 years
David C. Sifford	CO V	18 years
Michael W. Sizemore	Warden II	23 years
Nancy K. Stone	Parole Officer II	26 years
Benjamin L. Strange	CO IV	7 years
Leroy W. Swyhart	Clerk II	15 years
Leo M. Terrell	CO V	9 years
Beverly R. Thompson	Food Service Mgr III	12 years
Judith H. Touchstone	CO III	7 years
Carolyn R. Travis	CO V	14 years
Debora Vasquez	Admin Asst IV	31 years
Cesar W. Vereen	Sgt., COs	13 years
Mary A. Webb	Inv and Store Spec III	15 years
Glenn S. Weber	Food Service Mgr II	12 years
James G. West	Counselor Sub I	20 years
Clifton N. Westbrook	CO V	15 years
Joel D. Whitehead	Maintenance Supv V	18 years
Marilyn J. Whitlock	Planner I	20 years
Joan M. Whitten	CO V	15 years
Patricia A. Williams	CO V	16 years
Lee Williams, III	Asst Warden	28 years

Annie M. Woodard	Librarian III	19 years
Marion C. Yates	CO IV	11 years

## December 2010

Cynthia J. Acey	Librarian III	11 years
Rodney F. Adams	Parole Officer V	26 years
Perry L. Anderson	CO V	23 years
Shirley J. Beazley	CO V	12 years
Kathryn Bigham	CO V	18 years
Thomas L. Birkes	Admin Asst IV	14 years
Joseph D. Blaise	CO V	13 years
Jeorld Bragg, Jr.	Assistant Warden	28 years
Richard H. Brent, III	Parole Officer II	17 years
Michael C. Bryan	Food Service Mgr III	15 years
Guy R. Cabeen	CO V	21 years
James A. Carrico	Food Service Mgr III	13 years
Joel A. Clark	CO V	12 years
W. D. Cook	CO V	16 years
Jimmy D. Corley	CO V	10 years
Sean R. Crawford	CO V	22 years
Irvin L. Cruse	Food Service Mgr. III	19 years
Carol C. Curry	CO IV	20 years
J. M. Cypert	Parole Officer II	20 years
Judy B. Davis	Clerk II	9 years
Tammy L. Early	Human Res Spec III	17 years
Donald L. Edwards	Lt., COs	18 years
Richard L. Emsoff	Sgt., COs	23 years
Olumide E. Eyikogbe	CO V	20 years
Lola F. Falgout	Laundry Mgr III	16 years
Charles E. Ferrell	Lt., COs	22 years
Pamela G. Gault	CO V	22 years
James R. Green	CO IV	13 years
Larry W. Grissom	Sgt., COs	25 years
Joel Gutierrez	Sgt., COs	19 years
David A. Haas	Sgt., COs	26 years
Linda J. Hammond	Parole Officer IV	19 years
Shirley K. Harbour	CO V	11 years
George E. Hardin	CO V	15 years
James B. Harmon	CO V	15 years
Maurice A. Harris	CO V	23 years
Harry E. Heckert	CO V	19 years

**DECEMBER 2010 Continued**

Hubert L. Herring, Jr.	Maint Supv III	30 years	Ethel A. McVea	Program Supv I	30 years	Roger B. Smith	Agri Spec III	20 years
Ronnie L. Hodges	Sgt., COs	20 years	Beverly J. Mitchell	CO V	20 years	Cowan J. Stahl	Maint Supv V	27 years
Ronald R. Holmes	CO V	14 years	Kathleen Morales	Sgt., COs	21 years	Tina E. Staples	Sgt., COs	25 years
Jessica T. Hu	Programmer IV	24 years	Douglas C. Ogle	Maint Supv III	8 years	Sharon M. Streetman	Training Spec III	13 years
Rozel Huntsman	CO V	19 years	Robert C. Ortiz	Maint Supv III	18 years	Joe D. Talley	Parole Officer II	9 years
Jeffrey C. Jeter	Program Supv III	28 years	Huey P. Payne, Jr.	Sgt., COs	16 years	Alyssa E. Tedrick	CO V	20 years
Carolynn Johnson	CO V	30 years	Ward T. Perkins	CO V	15 years	Martha L. Turner	Admin Asst II	6 years
James A. Johnson	CO IV	5 years	Nathan R. Perryman	CO V	9 years	Ernest H. Urrea	CO V	15 years
Reginald C. Koggu	Parole Officer II	20 years	Dale A. Popp	Program Supv III	23 years	Winnora Vasquez	CO V	14 years
Shirley M. Kuharski	CO V	13 years	Phyllis D. Powell	Clerk II	13 years	William A. Vaught	Maint Supv III	15 years
Gloria J. Lackey	CO V	10 years	Eleno R. Quinonez	Lt., COs	26 years	Mary Walker	Admin Asst II	18 years
Oscar K. Levias	Industrial Spec III	28 years	Mike V. Richardson	Food Service Mgr IV	16 years	Richard J. Whetstone	Sgt., COs	6 years
Alva L. Mann	CO V	11 years	Marvin R. Ritenour, Jr.	CO V	17 years	Roger D. Williams	CO V	25 years
Bertha W. Mata	Parole Officer III	23 years	Mary F. Roberson	Clerk II	10 years	Howard E. Winkler	Maj., COs	30 years
Ronald S. Maxwell	CO V	9 years	Roderick M. Rodriguez	CO V	20 years	James K. Wolfe	CO V	17 years
Stuart C. McCuskey	CO V	26 years	Linda F. Shackelford	CO V	20 years	Sadie R. Woodrome	Food Service Mgr II	4 years
Jon L. McLean	Maint Supv III	26 years	Jerry W. Shearer	Laundry Mgr II	15 years	Donna G. Wright	Laundry Mgr III	20 years
Margaret R. McLean	CO V	18 years	Williestene M. Smith	Clerk II	16 years	Eileen F. Young	Safety Officer I	14 years
			Henry E. Smith, Jr.	CO V	21 years			

*Service Awards continued from page 9*

<p><b>FEBRUARY 2011</b> <b>CID - 15 years</b> Jesus Solis Jr Troy T Stevenson Christine J Stewart Felicia A Sublett Jackie L Sweetwood Glenda F Taylor Timothy D Tillis Debra M Vera Darrell W Vessel Jacqueline A Ward Dawn M Warner Colette A Washington Dena B Welch Jennifer E Wilder Mildred L Williams Gerald L Willis Barbara B Woolley Francis A Wright</p> <p><b>Parole</b> Charlyne J McGilvery</p> <p><b>CJAD</b> Ada R Jimenez</p> <p><b>Rehabilitation Programs</b> Geraldyn A Engman Christy K Mayo</p>	<p><b>Office of the Inspector General</b> Matthew W Koenig</p> <p><b>Health Services</b> Marcia M Strickland</p> <p><b>Business and Finance</b> Carrie L Sanford</p> <p><b>Office of the General Counsel</b> Charlotte A Towe</p> <p><b>Board of Pardons and Paroles</b> Deborah S Kennedy Irma M Ruiz</p> <p><b>Facilities</b> James R Derr William L Edgett John R Noey</p> <p><b>Information Technology</b> Rachelle L Nettuno</p> <p><b>Manufacturing and Logistics</b> Ricardo C Abril</p>	<p>Syed S Ahmed Ethel L O'Neal</p> <p><b>20 YEARS</b></p> <p><b>CID</b> Gary L Currie Allene G Hancock Joyce L Hayes-Veal Brenda K Hicks Leroy L Holl Jr Nancy J Hughes Deborah E Jackson Ricki D James Robert J Jenkins Jr Catherine E Johnson Kevin W Laffler Jerry W Macek Guadalupe Maldonado Walter W Miller Michael W Neal Glenn E Newhouse Karen L Pegoda Beverly R Petty Roy C Price David H Salinas Todd Sharp Wesley E Smith Barbara J Stone Jerry L Valdez</p>	<p>Gia L Ward Joseph A Wilson</p> <p><b>Parole</b> Jennifer K Coyle Darriel A Donnell Timothy C Hurst Carlestine Jenkins Denise A Pickard Denise Y Rainer Ofelia M Soto</p> <p><b>Office of the Inspector General</b> Teresa P Vargas</p> <p><b>Business and Finance</b> David L Montgomery</p> <p><b>Public Information</b> Sharon K Jones</p> <p><b>State Counsel for Offenders</b> Kim B Vernon</p> <p><b>Facilities</b> Billy J Reynolds</p>	<p><b>Manufacturing and Logistics</b> Brenda K Machala</p> <p><b>25 YEARS</b></p> <p><b>CID</b> Reginald L Bridges Harold E Brown James W Dimes Debbie K Erwin John K Featherston Hazie A Freeman Michael Guill Frank K Hudgins Evelyn J Jenkins Lee S Kennedy Rod M Kukua Gerry B Moore Celeste D Parker Harold L Razor Wendell H Stanley Pressie L Stubblefield Ira Wyatt Jr</p> <p><b>Parole</b> Karen J Owens Rina S Vasquez</p>	<p><b>Rehabilitation Programs</b> Leslie A Woolley</p> <p><b>Business and Finance</b> Marcus J Lemons Joseph H Minnick</p> <p><b>Board of Pardons and Paroles</b> Carolyn M Holley</p> <p><b>Manufacturing and Logistics</b> Leonard R McClendon</p> <p><b>30 YEARS</b></p> <p><b>CID</b> John C Allen Bryan D Buck Everardo Casas Jr Margrett D Crawford Juan A Espinoza Winnie V Isenburg Anthony E Munsinger Manuel Romero Filiberto M Siller Jimmie D Smith Toni M Smith</p>	<p><b>Facilities</b> Greg A Woodson</p> <p><b>35 YEARS</b></p> <p><b>CID</b> Johnny M Armstrong Luciano Molina Jr</p> <p><b>40 YEARS</b></p> <p><b>Manufacturing and Logistics</b> Ruble W Walker</p>
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*WSD continued from page 3*

through one year of employment, from start to their first anniversary date. Of the offenders who completed CTE training, 50 percent of those who were employed within one year of release were working on their first anniversary date of employment. In the post-secondary group, approximately 54 percent of those who completed the program and employed within one year of release were still working on their first anniversary of employment. Of the offenders who completed CTE training and were employed in an occupation related to their training, approximately 56 percent retained employment for three consecutive quarters, while offenders who completed the post-secondary vocational training exhibited 62 percent retention.

By providing career and technical education and post-secondary vocational

training, in addition to other educational services to the TDCJ offender population, WSD continues to fulfill its mission to reduce recidivism by helping offenders become responsible, productive members of their communities. ●

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*Budget continued from front page*

FY 2012-13 biennium. We cannot assume that no further spending reductions will be required.

I appreciate the difficult situation employees find themselves in today. Your job is hard enough without the uncertainty associated with budget deliberations currently taking place. But that uncertainty is an inherent part of the process and cannot be avoided.

What I can assure you is that public safety, staff safety and the safety of the offender population will remain our highest

priorities throughout the appropriations process, and those priorities are shared by the Governor and the Texas Legislature. This agency will continue to provide accurate information regarding the impact of various proposals so that our state's elected officials can make informed decisions on matters of great importance.

The agency will also continue to keep you informed through the *Connections* newsletter, the TDCJ website and other means of communication. In the meantime, please consider with some skepticism various rumors that might circulate prior to decisions being reached. To the extent they are based on any factual information, it may be preliminary information not reflecting the final outcome.

Once again, thank you for everything you do for the citizens of Texas. ●



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