



# Newslink



A MONTHLY PUBLICATION OF CSOSA

Volume 4, Issue 4

May/ June 2004



Paul A. Quander, Jr.

## Voice of the Director

As you may know, our executive management team recently participated in a staff retreat at the Airlie Conference Center in Warrenton, Virginia.

One of the presenters was Marta Perez, OPM Associate Director for Human Capital Leadership and Merit System Accountability. In her presentation on the President's Management Agenda, she indicated that approximately 40% of the federal civilian workforce is eligible to retire, including nearly 70% of the Senior Executive Service. Although I knew that CSOSA was not facing a retirement wave anywhere near the magnitude of the federal government, her comment caused me to wonder just how we compared with the rest of the government on that and a few other key indicators.

CSOSA is a youthful agency. Our average age is 38.7 years and a full 60% of our employees are under 40. Only 17% of our workforce was age 50 or older. The average federal employee is approximately 45 years old. While men still retain a slight edge in the federal government (55% of the civilian workforce), CSOSA is an overwhelmingly female agency (64%). In the area of overall minority employment CSOSA is far ahead of the federal government with a workforce that is 83% minority. According to the latest available

OPM data, minorities represented only 30.7% of the federal civilian workforce. To complete my mental picture of the CSOSA workforce, I took a look at our educational attainment and discovered that sixty-two percent of our employees have attended college. Of those, 40% hold Bachelor's degrees, 12% have Master's or professional degrees and 1% hold Doctorate degrees (as reported to OHR). Not surprisingly, sixty-one percent of our workforce is concentrated among grades 11, 12 and 13 and nearly one-quarter of our current staff was hired less than two years ago (23%).

What does having a young, diverse, highly motivated, and well-educated workforce mean to the Agency? Historically it has meant that we have pushed the boundaries of community supervision practice. As George Keiser, Chief of the Community Corrections/Prisons Division at the National Institute of Corrections (U.S. Department of Justice) indicated at the executive management retreat, it has meant that we were able to develop and implement, in just one year, a case management system that is generations ahead of any other similar system elsewhere in the country.

Today it means that we are prepared to apply 21<sup>st</sup> century solutions to 21<sup>st</sup> century problems. We have embraced the concept  
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### Inside This Issue:

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### Special Points of Interest:

- *CSOSA honors the vast experiences of the Asian-American Community during National Asian-Pacific Heritage Month*
- *OGC settles the debate on providing offenders with copies of their records*
- *Introducing "The Word Is...": A new monthly segment from EEO*
- *Would you like to get published? Public Affairs offers a great opportunity to those interested*
- *Employee Focus: The Men of 25 K Street*

## CSOSA's Mission Statement

The mission of the Court Services and Offender Supervision Agency for the District of Columbia is to increase public safety, prevent crime, reduce recidivism, and support the fair administration of justice in close collaboration with the community. The Agency will enhance decision-making and provide effective community supervision, thereby ensuring public confidence in the criminal justice system.

## CSOSA Events



### CSOSA AND PSA CELEBRATES ASIAN-PACIFIC AMERICAN HERITAGE MONTH

By Robert Murphy, Media Specialist

Office of Legislative, Intergovernmental and Public Affairs

May is Asian Pacific American Heritage Month, a time to celebrate the achievements of Asian American men and women who've made a difference. Asian Pacific Americans are made up of more than 24 ethnic groups, that speak different languages and have their own rich history. Some of these ethnic groups include the Chinese, Japanese, Korean, Taiwanese, Hawaiian, Vietnamese, Cambodian, and Filipino people. On Thursday, May 27<sup>th</sup>, 2004, CSOSA and PSA, in coordination with the Special Observances Committee, celebrated Asian-Pacific American Heritage Month at a very crowded event held at CSOSA headquarters.

Hosted by CSO Denise Washington, the event's opening remarks were given by PSA Director, Susan Shaffer who spoke fondly of her years living in the Far East. The first Guest of Honor, Dr. Franklin S. Odo, Director, Asian Pacific American Program, Smithsonian Institution, followed her.

Dr. Odo, a Japanese-American spoke to the audience of his having grown up in Hawaii and being a young man when Pearl Harbor was attacked. He explained the difference that Hawaiian Japanese-Americans experienced from their relatives on the American mainland who were interned. He warned that we should never forget how we as Americans reacted to those perceived racial stereotypes that resulted in their incarceration. His newest book, "No Sword To Bury; No Flag to Burn: The Japanese American VVV in Hawaii," focuses on vivid oral histories that recall the service of young Japanese Americans on the home front. Dr. Odo was also a co-producer with KCTS TV, Seattle, of "The Japanese American Saga," a three-part miniseries on Japanese American history and culture.



Dr. Franklin S. Odo



Ms. Thu-Hien Lam

The second Guest of Honor, Ms. Thu-Hien Lam, followed Dr. Odo. A motivational speaker, Ms. Lam was born in Saigon during the Vietnam War. Her mother is a South Vietnamese national. During the war her African American father was a U.S. Air Force cargo pilot. Because of these circumstances, Ms. Lam's mother felt her child's only hope of a normal life lay in leaving Vietnam. She was one of the fortunate few Amerasian children to escape before the fall of Saigon and was raised by the Burch family, an American military family.

From 1997 to 2000, Ms. Lam founded and was president of The Lamb, An international organization devoted to helping Amerasian children of war. Ms. Lam spoke eloquently of her upbringing here in the USA and discussed the difficulties she faced growing up without her natural parents. She spoke to a hushed crowd about her trip back to Vietnam and her search and success in finding her mother. She called this trip, "a coming home of the spirit."

In 2002, Ms. Am launched her organizational consulting business, Inside Approaches. She is often called upon as a keynote speaker and workshop educator on the human spirit, women and human diversity. She has dedicated her career to the cause of helping individuals become more aware of their personal power, which ultimately enhances the social progress of humanity.

Director Quander closed the presentation portion of the event with thanks to all who made it possible and then invited the large crowd to sample some of the regional foods that had been prepared for the program.



*In May 1990, President George H.W. Bush designated May to be Asian Pacific American Heritage Month. May was chosen to commemorate the immigration of the first Japanese to the United States on May 7, 1843, and to mark the anniversary of the completion of the transcontinental railroad on May 10, 1869. The majority of the workers who laid the tracks were Chinese immigrants. Asian Pacific American Heritage Month is celebrated with community festivals, government-sponsored activities, and educational activities for students. This year's theme is "Freedom for All - A Nation We Call Our Own."*



## CSOSA VIOLATORS SUFFER DEFEAT IN CHAMPIONSHIP GAME

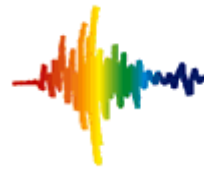


On Saturday, June 19th, CSOSA's basketball team, known as "The CSOSA Violators", entered the MPD League's Championship Series with a 5-2 record, with losses only to MPD's 3rd and 7th District teams. Needless to say, CSOSA had a fairly good chance of bringing home the league championship and its bragging rights. But, with three key players absent from the big game, CSOs Andre Jordan and Mazen Eraifeg and PSA's Orlando Gholson, the Violators came up short.

The team fought hard to overcome a 21 point deficit, and put the game within a 1 point reach. With possession of the ball and 6 seconds left on the clock, the Violators searched for an opportunity to clinch a victory, but when the final buzzer sounded, the score was 3rd District 54 - CSOSA 53.

Nevertheless, the Violators are still champs to us! Coach Paul Edelin (Branch V, Team 52) would like to commend the entire team for putting forth such a tremendous effort and he would like to thank all staff who came out to support the team throughout the season.

*All proceeds from the MPD Basketball League will benefit the Greater Washington Boys & Girls Club #10.*



*Celebrate Diversity*

## GAY AND LESBIAN PRIDE MONTH JUNE 2004

Nationally and around the world, the month of June is recognized as "Gay Pride Month". Gays and lesbians in a growing number of cities and countries participate in annual parades, festivals and events collectively called gay pride. Most gay prides span from a few days to over a week and are filled with volunteer events and highly publicized parades. The first gay pride parade in 1969, known as the March on Stonewall, started as a protest against discrimination and violence against gays in New York City. Today, pride events have become an annual ritual and have grown to include thousands of gay and gay-friendly participants, not to mention hundreds of spectators. Participants join the festivities to remind the world that gays deserve the same rights as others and people should be free to live their own lifestyle, void of judgment or hate.

This year, breaking with the precedent established in 2000 by former President Bill Clinton, President George W. Bush did not issue a proclamation naming June "Gay Pride Month".



SAVE THE DATE...



## Probation, Parole and Community Supervision Officers' Week 2004

### "Agents for Change"

CSOSA, in cooperation with the American Probation and Parole Association (APPA), will celebrate its 3rd annual **Probation, Parole and Community Supervision Officers' Week July 19-23, 2004**. Training seminars and special events are being scheduled throughout the week to elevate the recognition that these officers deserve as key partners in ensuring public safety. Invitations and announcements will be forwarded to offices by the planning committee via e-mail and will also be posted on the *CSOSA Web*.



**Announcing  
the annual  
CSOSA & PSA  
Directors'  
Summer  
Cookout**

**July 23, 2004**

Nothing says summer like a cookout! In the spirit of the season and in a yearly effort to boost staff morale, the **Directors' Summer Cookout** for CSOSA and PSA employees promises to be a "must-attend" event. Scheduled for **Friday July 23, 2004 from 12:00 pm to 6:00 pm**, tickets to the event are now on sale and can be purchased for \$20.00 from your Site Coordinator. To find your Site Coordinator and register to participate in any of the special activities online, visit the *CSOSA Web* and click on the cookout link. See you there!



## Office Updates

### OGC UPDATE:

#### DOES AN OFFENDER NEED TO MAKE A FORMAL REQUEST FOR HIS/HER RECORDS?

By Renee Barley, Office of General Counsel



Frequently, an offender will advise his/her Community Supervision Officer (CSO) that he/she wants a copy of certain documents from his/her file. What should the CSO say or do?

Generally speaking, the Privacy Act prohibits the federal government from releasing records on an individual to a third-party without consent. However,

the Act does not prohibit an individual from obtaining his/her own records, unless it would be prohibited by one of the Act's exemptions.

Therefore, if an offender is seeking copies of his/her drug test results, for example, provide them to him/her. The results pertain to the offender. There is no need to require him/her to make a formal request under the Privacy Act.

What if an offender wants a copy of his/her Pre-Sentence Investigation Report from his/her supervision file? Give it to him or her. The offender's counsel more than likely viewed it at sentencing and the offender probably looked at it as well. And again, the document pertains to the individual requesting the information, so there is no need for a formal request. Similarly, if an offender is seeking a copy of his or her judgment and commitment order, provide a copy to him/her.

What if an offender is alleging that his or her records are inaccurate? Advise the offender to submit a request for correction of records under the Privacy Act. Under the Act, an individual is permitted to request an amendment of an agency record pertaining to him/her. The Agency is required to either make the correction to that portion of the record which is inaccurate or advise the individual of the government's refusal to amend the record and the reason for the refusal. Such requests should be sent to the FOIA/PA Office within the Office of the General Counsel.

Finally, if an offender wants a third-party to have access to his/her records, we must have a release from the offender authorizing the disclosure. The third-party request should be sent to the FOIA/PA Office.

**FOIA/PA OFFICE  
633 INDIANA AVE., 12TH FLOOR  
WASHINGTON, DC 20001**

## MANAGEMENT & ADMINISTRATION UPDATES:

### FACILITIES

- The Office of Facilities, Information Technology and Financial Management have combined forces to establish a Property Management Team. The team is working under tight timelines to develop formal agency policy and procedures in accordance with all applicable federal regulations and to perform all property management functions in a more formalized and rigorous manner. One of the primary short-term goals is to conduct a new property inventory by September 2004 to supply information for the Agency Financial Statement and Accountability Report. Actual inventory of all CSOSA sites began May 17, 2004 by the Offices of Facilities and IT. The scheduled completion date is late June 2004.



- Work was completed at 300 Indiana Ave. to provide space for two new special supervision teams and the expansion of existing teams. The renovated space (Room 2009) is now "home" for Team 54, who relocated from Room 2118. As a result, Team 55 moved from Suite 2100 to Suite 2118.
- The renovation process at Karrick Hall continues. The architecture and design documents are complete and a contract was awarded for Phase One (Environmental Remediation). This phase includes the removal of hazardous materials, such as asbestos and lead paint from the building. Notice to Proceed was issued to the contractor on May 18, 2004. The renovation contract will be awarded in late July and the building renovations are expected to be complete in June 2005.

### PROCUREMENT

- We are happy to announce that we have secured a 10-year lease for 12,000 square feet of space at 900 Rhode Island Avenue, NE. This space will allow us to vacate the 401 New York Avenue, NE, facility. This location provides easy access to public transportation for both clients and staff, as it is located directly across the street from the Rhode Island Avenue Metro station. A schedule has not yet been finalized because we are negotiating for an additional 6,000 square feet of space at 910 Rhode Island Avenue. This additional space, which is adjacent to 900 Rhode Island Avenue, would be built out and the two spaces will be joined together.



## THE WORD IS . . .



### IS EXPOSURE TO EXPLICIT WEB SITES SEX-BASED HARASSMENT?

EEO complaints alleging unlawful harassment are common, even routine. But the many variables, both objective and subjective, often make for difficult decisions.

According to decisions of the Supreme Court, hostile work environment harassment occurs when the actions of a supervisor or co-worker are based on an individual's protected status and is so severe or pervasive as to alter the conditions of that individual's work environment.

#### *Consider this scenario:*

The complainant, a male police dispatcher, worked with two male employees who persistently accessed sexually explicit materials on a computer in the complainant's presence over a period of many months. When the complainant notified the director of information technology, a block was placed on the computers in the security office. However, the co-workers overrode the block and continued to access sexually explicit web sites. They exposed the complainant to the images and made sexual comments about his wife in connection with the images.

Is the employee's EEO complaint alleging sex-based harassment likely to succeed?

- A. No. Since the complainant and the offending co-workers were male, sex-based harassment did not occur.
- B. No. The conduct of the co-workers was vulgar, but anti-discrimination statutes are not a civility code.
- C. Yes. Having to look at even one sexually explicit image created a hostile work environment.
- D. Yes. The complainant's constant undesired exposure to sexually explicit images created a sex-based hostile work environment.

#### *How did the EEOC rule?*

If you chose "D", you agree with the actual ruling of the Equal Employment Opportunity Commission. Although the complainant and his co-workers were male, the EEOC found the complainant established unlawful sex-based harassment because he was subjected to unwanted sexually explicit images to the extent that a hostile work environment was created. The EEOC agreed with an Administrative Judge's decision awarding the complainant \$23,341 in past and future pecuniary damages for medical expenses, and \$7,500 in non-pecuniary compensatory damages. Although the complainant was so disturbed by the harassment he was unable to work and took a disability retirement, the EEOC found he was not entitled to front pay (future salary) awarded by the Administrative Judge.

### CLARK CONSTRUCTION PROVIDES JOB OPPORTUNITIES

*By Donna Register, Vocational Development Specialist  
Office of the Executive Assistant, CSS*

Yes, there are companies out there who hire individuals with a criminal background. Clark Construction, headquartered in Bethesda, MD, is one of them. The Community Relations Department of Clark is committed to opening their doors to CSOSA to offer offenders an opportunity for gainful employment. Clark provides a potential for jobs and careers.

Clark Construction is one of the largest privately owned companies in the country. They offer a multiple benefits, including scholarships for children of employees. Clark is known for multiple project management. Two of their current projects include the Department of Transportation (DOT) and International Monetary Fund (IMF). They maintain two billion dollars in contracts annually. Clark Construction emphasizes safety first and quality

*(Continued on page 6)*



(Continued from page 5)



Clark Construction  
Community Relations Officer,  
Alice Patterson

performance. All employees are required to be drug-free and are randomly tested for illegal drugs.

Ms. Alice Patterson, Clark's Community Relations Officer, meets with CSOSA offenders possessing construction experience in a monthly forum organized by the Vocational Opportunities Training and Education/Employment Unit (VOTEE). The company has hired individuals recently released from the River's Correctional Institution as well as others attending the monthly meetings. An offender who is now a permanent full-time employee states, "If a person is dependable, timely, hard working, a team player, and tasked oriented, they retain their job and have the potential to excel within the company." This individual is clearing a career path for himself at Clark and is setting an example so that others might have the same opportunity. Referrals to the monthly Clark orientations are needed by the 30<sup>th</sup> day of each month.

In order to assist offenders obtain and maintain gainful employment and to help establish trust in employers who hire within the offender population, CSOSA is committed to: (1) drug testing to ensure the offenders drug-free status, (2) providing pre-screening of offenders to ensure interest and capability, and (4) to provide life skills, job readiness, coaching and retention assistance.

## WOULD YOU LIKE TO BE PUBLISHED IN A NATIONAL CRIMINAL JUSTICE PERIODICAL?

By Len Sipes, Public Affairs Specialist

During my brief tenure as the Public Affairs Specialist for CSOSA, I discovered several people who like to write about their jobs. With their permission, I rearranged their articles and submitted them for publication in national criminal justice periodicals. I would like to make the same offer to all CSOSA employees. If you like to write, and have the permission of your supervisor to create an article about your operation, then I can take your submission and try to find a national professional publication that will print it.

CSOSA is a well-structured, ambitiously funded organization. There are operations and programs here not found at other community supervision agencies. CSOSA, with significant contact levels and treatment opportunities, may set a standard for community supervision agencies throughout the country. Experts at the national level are very impressed with what CSOSA is trying to accomplish. Two examples are the development of SMART, and the establishment of the Sex Offender Unit.

Chief Technology Officer Larry Wolfe, and Frank Lu, Director of Service Development, created a conference paper on the development of (and improvements to) the SMART system. Joyce McGinnis and I redeveloped and edited the paper, and it has been accepted for publication in the July edition of "Corrections Today" magazine (American Correctional Association). We are also in the process of adding new information and using different approaches for possible publication in "Perspectives" (American Parole and Probation Associa-

tion) and "Correctional Technology" magazine (from a commercial publisher). As you can see, one draft article can receive considerable national exposure for you and CSOSA.

Paul Brennan, Supervisory Community Supervision Officer for CSOSA's Sex Offender Unit wrote a fact sheet on his unit. We took Paul's ideas, and turned them into an article we are submitting to "Police Chief" magazine.



I can do the same for you. You may feel that you are "writing impaired" and ill equipped for the writing process. But you won't know until you try. During my tenure with national criminal justice organizations, I discovered a wide array of publications that NEED articles.

We are experts. No one knows the criminal justice system better than CSOSA employees. A representative of a national criminal publication once told me to write about what I do best, then find someone to edit my article, and it will get published. I took his advice, and discovered it to be correct. I now have about 30 published articles. I am no different than you. If you're willing to try, then I'm willing to work with you to get you published. You and CSOSA gain from national exposure.

I cannot promise that every article will be printed, but most will. If you have an idea for an article, I suggest that you e-mail me your suggestion, and we can work from there. My address is [leonard.sipes@csosa.gov](mailto:leonard.sipes@csosa.gov).

The work we do here at CSOSA may have national implications. I ask that you consider being a part of the discussion.

## CSOSA Success Stories

### CRITICAL SUCCESS FACTOR #4 - "PARTNERSHIPS"

By *SCSO Handy Gloster*  
Branch V, Team 25

On April 8, 2004, Team 25 of the Interstate Compact Unit held one of its monthly team building exercises, just as they do every month. However, this particular month, CSO Cheryl Pettus-Mack's objective was all about building "Partnerships." Members of Team 25, along with officers of the Sixth District Metropolitan Police Department, openly discussed ways of enhancing the partnership between CSOSA and MPD. Among the topics discussed were how to more efficiently schedule and conduct accountability tours; suggestions on how to improve sharing of information; and how the proposed PSA re-alignments could affect caseloads. This networking opportunity proved to be a huge success! As the event's attendees helped themselves to macaroni &



cheese, string beans, barbequed chicken, and cheese cake (just to name a few items on the menu), the ambiance was filled with positive and refreshing energy. As the smells of good food permeated the air, ways to establish good partnerships filled our minds. Thanks to CSO Pettus-Mack

and the entire team for coordinating and participating in this effort.

### WORKING HARD TO IMPROVE A PSA

By *SCSO LaJuan Woodland*  
Branch IIA Team 30

I want to take this opportunity to thank CSOs **Lorraine Clyburn** and **Michelle Dunwoody**, General Supervision, Team 30, for their outstanding work performance in former PSA 414. This was a PSA plagued daily by a highly visible open-air drug market. When it was assigned to our team in July 2003, there were drug dealers and drug abusers routinely hanging about with little regard for the law and the community. When we began attending our community meetings, citizens were very angry and they reported little benefit of the "so called improvements" in law enforcement. These two officers began working tirelessly to establish good partnerships with the 4th District MPD Officers, planning and implementing regular accountability tours. They responded promptly to concerns and issues brought to them by MPD and people living in the community, even when they received phone calls during the weekends.

As a direct result of their efforts, when I drive through that area now, I don't see the dealers and their customers. I still receive calls from offenders' family members, citizens of the community and MPD Officers applauding the outstanding work of these two officers. In helping to bring about tremendous improvement in one PSA, they set the standard for quality partnerships and effective community supervision.

## Employee Focus

### CONGRATULATIONS TO THE NEWLY SELECTED NEW LEADER PROGRAM (NLP) PARTICIPANTS:



**Bruce Adams, Building Management Specialist**

Office of Facilities Management

**Andrea Mosee, Support Services Specialist**

CSS Administrative Office

**Keith Cromer, Community Supervision Officer**

General Supervision Branch IIB, Team 47



The New Leader Program (NLP) is a six-month competency-based leadership development program designed to develop public sector employees into more effective leaders through a series of developmental experiences. The program uses an integrated approach to leadership development by providing assessments, experimental learning and individual development opportunities.

Each of the newly selected participants were chosen to attend the NLP Session II, hosted by the USDA Graduate School Leadership Development Academy. They embarked on their first residential assignment on June 6, 2004. The program will end December 12, 2004. The Training and Career Development Center would like to wish the participants luck on their new journey!



## THE MEN OF 25 K STREET: CONCERNED MEN MAKING A DIFFERENCE

By Erika N. Evans, Special Assistant  
Office of the Associate Director, CSS

Remember the popular phrase “Children Are Our Future”? Well, these days, you only need to tune in to the local or national news to discover that American society appears much more enchanted with the future of industry, space travel and foreign affairs than with the fate of inner-city youth. At least once a week our regular routines are interrupted by disturbing reports of young children, right here in the nation’s capital, who have been victimized or loss to senseless acts of violence. Unfortunately, we live in a time where youth violence and victimization is highly visible, and the term ‘at-risk youth’ gets tossed around like an acceptable new form of social classification. With the weight of our own personal and professional responsibilities, it seems difficult to imagine how we can realistically help address this alarming issue in our communities. However, Community Supervision Officer Malik Waleed, founder of “The Men of 25 K Street”, has offered his male colleagues a valuable opportunity to make a difference -- by mentoring youth at a local elementary school.

A couple of years ago, CSO Waleed (Interstate Compact Branch V, Team #25) participated in the Agency’s Angel Tree Project by helping to deliver holiday gifts to children at J.O. Wilson Elementary School, located in the Northeast quadrant of the city. During his visit, he and fellow team member CSO Kevin Jones were asked by the school counselor to come back to J.O. Wilson to talk to the children about the dangers of crime and the importance of staying out of trouble. The counselor expressed to the officers a dire need to have more positive Black male interaction with the students, who unfortunately lived in neighborhoods where there were very few positive role models. Eager to help, Malik and Kevin agreed to return to the school. But after just a few visits, Malik saw an opportunity to do much more than give public service announcements to the children. He also saw that he couldn’t do it alone.

In an effort to establish a regularly present group of supportive Black men at J.O. Wilson, CSO Waleed called for additional male volunteers at the 25 K Street Field Unit to participate as mentors. “If we don’t do it, who will?”, was the slogan CSO Waleed used to spark interest in his co-workers. “The offenders are becoming younger and younger; many of these young people never see a positive black male image in their day to day routine. This is where The Men of 25 K Street come in. We have education, we look like them and we can relate to them. Hopefully we can prevent them from showing up in our offices later”, Malik said. Apparently, his colleagues agreed.

With an overwhelmingly positive response to Malik’s call for male mentors, in January 2004 a number of male CSOs

working at 25 K Street began meeting at the school with groups of boys, primarily 5<sup>th</sup> and 6<sup>th</sup> graders, for about an hour on alternating Tuesdays and Thursdays to discuss issues relating to good citizenship, making positive choices, personal accountability and peer pressure.

Taking on the name “*The Men of 25 K Street: Concerned Men Making a Difference*”, the group has been successfully coordinating this wonderful effort in cooperation with the school administrators and teachers for 5 months now. Sometimes they meet in groups with the boys and sometimes the teachers and counselors request one-on-one support sessions with children who need extra attention. Whatever the case, these men are dedicating their time and attention to a very worthy cause -- to provide positive role models for children who need to feel a better sense of a community that cares about them and their future. These days, the children at J.O. Wilson look forward to their visits from the CSOs. “If we don’t show up, they are definitely aware. They keep us committed to showing up when we say we will”, said CSO Kevin Jones.

With continued support from managers, CSO Waleed would like to see a consistent effort such as this one extended to other schools in the neighboring communities. He already has plans to make the program at J.O. Wilson stronger for the next school year. There’s even been some talk of starting a similar group for the young girls at J.O. Wilson - that’s right, “*The Women of 25 K Street*”.

Personally, I still believe the children are our future. They are our greatest investment and the largest contribution we can make to society. It’s refreshing and reassuring to learn that The Men of 25 K Street have a similar view. They have our support and our admiration for being actively involved in the community we serve. Keep up the great work!



**THE MEN OF 25 K STREET ARE:** McQucio Moore, Kevin Jones, James Epps, William Ashe, Milton Whittington, Eugene Gloster, Malik Waleed, Virgil Oliver, Mustafa Tariq, Amone Banks, Eric James, Charles Williams, Shawn Slade, Ray Smith, Rodney Barnes, Robert Williams, David Thompson, Derrick Miller, William Watkins, (not pictured) Richard Beckwith, Vincent Aguboku and Ashley Sims.



# Employee Milestones

**APRIL  
2004**



**MAY  
2004**

**5 YEAR SERVICE ANNIVERSARY  
AS OF 4/30/04**

Andrea D. Alexander  
Mary Anderson  
Deneise M. Dean  
Mazen Eraifeg  
Timothy Hill  
Jonathan W. Martin  
Marquis J. Pollard  
Wikita E. Stegman  
Craig L. Stevenson

**5 YEAR SERVICE ANNIVERSARY  
AS OF 5/31/04**

Pereuna Johnson

**10 YEAR SERVICE ANNIVERSARY  
AS OF 5/31/04**

DeAndrea M. Peters  
Valerie V. Collins  
Tiffany Fuller-Bailey

**15 YEAR SERVICE ANNIVERSARY  
AS OF 4/30/04**

John W. Milam, Jr.  
Dorian D. Sanders

**15 YEAR SERVICE ANNIVERSARY  
AS OF 5/31/04**

Crystal C. Coleman

**20 YEAR SERVICE ANNIVERSARY  
AS OF 4/30/04**

Mari Lynn A. Douglas

**25 YEAR SERVICE ANNIVERSARY  
AS OF 5/31/04**

Michael L. Gunn

**25 YEAR SERVICE ANNIVERSARY  
AS OF 4/30/04**

Delilah Y. Scott

**30 YEAR SERVICE ANNIVERSARY  
AS OF 5/31/04**

Rosie Hyde-Givons

**30 YEAR SERVICE ANNIVERSARY  
AS OF 4/30/04**

Linda B. Mays

**Congratulations to you all!**

## Variety Pages

### WHAT WILL MY SALARY BUY?

By Thomas Walker, Human Resources Specialist

This is a very scary question for most of us, regardless of how astute a consumer you are. Thirty years ago, if a person had a new Cadillac, most of the time they were well off financially. However, in these modern days of creative financing the average Joe Citizen can easily squeeze an S Class Mercedes into their budget. Case in point: General Motor's market demographic data for potential buyers of a 2000 Cadillac Seville targets the income range of \$100,000. However, the annual salary of the average buyer of that car will probably not come close to that figure to qualify for a loan. For a lot of people the term "saving up a down payment for a car" is now an old cliché, because no money down is a very common practice at auto dealerships. My nephew has a 19-year old friend that has a brand new Cadillac Escalade SUV, chrome rims, a premium stereo, yes, it is quite eye catching. This kid has no qualms telling people about his monthly payment of \$1,200.00. He goes on to say the vehicle takes all of his paycheck and the only reason why he can afford it is because he lives with his mother.

To go a step further, a quality home in the D.C. Metro area sells for \$250,000 and above, that's a quarter of a million dollars. Try multiplying your monthly mortgage payments by 30 years. The results are frightening. Equally startling is the amount of cold hard cash you will pay for living quarters you won't even own in the long run. Renting an apartment in a decent area with access to shopping and public transportation can cost upwards of \$1100.00 monthly.

Credit cards are another clear and present danger to your paycheck; some cards have interest rates as high as 28%. Too many people consider credit cards as free money. Why, because you can buy now and pay later. The goods and services you are receiving NOW will make you temporarily forget that inflated interest rate you will cry about LATER. I once heard a car salesperson state that he loves buyers with bad credit. Why? Because they will accept any interest rate and never complain about the price of the car.

The real truth is that your house, car and credit cards will eat up most of your disposable income. So the key point here is how do you, as a smart consumer, determine "what you can afford?" According to most Federal Credit Unions, the determining factor is your Debt-To-Income Ratio (Total Monthly Debts divided by your Monthly Gross Income). If that figure exceeds 36% you are

considered to be in the high debt range. The rule-of-thumb is that your mortgage payments should not exceed 28% of your monthly gross income. Keep in mind that many lending institutions do not follow these guidelines and will extend you high interest credit, as long as you have a means to pay.

The world of personal finance can be a very allusive one and you should make informed decisions about your money and what you will borrow. Depending upon your value system and priorities, you could chose to drive an expensive automobile, live in a very nice home, wear top shelf clothing and use your credit cards to command quality goods and services, but unless you have Bill Gates money, something is going to have to give.

So before you get in debt over your head, or find yourself living a life you can't realistically afford, pay attention to your financial health. Following these steps will help you become more money-conscious:

1. Set some financial goals with a timeline (like saving \$10,000 in a year).
2. Discipline yourself not to attack your savings account with impulse purchases.
3. Remember there is a big difference between a *need* and a *want*!
4. Track your income and expenses; you would be very surprised how inefficient one can be with money. Think about it, if you purchase breakfast and lunch daily that can come to over \$250 per month or \$3,000.00 per year.
5. Analyze your spending habits.
6. Eliminate unnecessary spending by scrutinizing what you are buying and weighting the cost, risk and benefit of the purchase.
7. On payday, pay your bills then pay yourself by putting a set amount in your savings.

In closing, please keep in mind that, I am not a financial expert, however, my personal motto has always been to live within your means, but enjoy yourself while you are breathing and healthy!





# Bulletin Board



*CSOSA Salutes  
Class of 2004  
Graduates*

CONGRATULATIONS TO **CSO ARTHUR JAMES**  
His son graduated from Moorehouse College  
and his daughter graduated from  
Spelman College, Magna Cum Laude  
*May 16, 2004*

CONGRATULATIONS TO  
**MANAGEMENT ANALYST PATRICE RICHARDSON**  
Her daughter graduated from  
Woodrow Wilson Sr. High School  
*June 2004*  
Brittanny will be attending  
North Carolina A&T State University in the Fall.

CONGRATULATIONS TO  
**BRANCH SECRETARY ROBIN ARMSTRONG**  
Her daughter Rashaun will advance to  
Temple University in the Fall.

CONGRATULATIONS TO **DTOM BARBARA SPENCER**  
Her daughter received a  
Masters in Education Administration  
from Towson State University  
*May 19, 2004*

CONGRATULATIONS TO  
**AOC COUNSELOR MICHAEL POPE**  
who graduated from Lincoln University with a Masters in  
Human Services  
*May 2, 2004*

CONGRATULATIONS TO **CSO NICOLE M. BROWN**  
Nicole graduated from John Hopkins University  
with a Masters of Science in Business Management and  
Certification in Executive Leadership  
*May 20, 2004*

CONGRATULATIONS TO **SCSO LAJUAN WOODLAND**  
Her daughter graduated from Banneker Sr. High School  
and will be attending the  
University of New Orleans in the Fall.  
*Mom is very proud!*

CONGRATULATIONS TO  
**INTAKE MANAGER MORGAN MASSEY**  
Her son Robert graduated from Hardy Middle School  
*June 15, 2004*

CONGRATULATIONS TO **CSO EDNA LAWSON**  
Her daughter is being promoted to Sixth Grade  
with Honor Roll achievement for the entire  
2003-2004 school year.

CONGRATULATIONS TO **CRS ALICE HARPER**  
Alice's niece, Ms. Jane Evans Harper, graduated from  
Howard University with a B.A. in Psychology  
*May 8, 2004*



Birthday wishes to  
**Ginger Lynch (5/17)** and **Frank Lu (5/28)**  
from the Office of Information Technology

Birthday wishes to  
**Victoria Person (5/17)**  
From the Training & Career Development Center



Special thanks to **Joyce Bein** from the  
Office of Facilities for baking a  
fabulous Cicada cake (no real bugs, just  
delicious chocolate)  
to commemorate the  
Cicada invasion.



*YUMMY!*

## CORRECTION:

In the April 2004 edition of the NEWSLINK, we advertised a program offered by the U.S. Department of Housing and Urban Development (HUD) called "**Officer Next Door**", which provides incentives and benefits to law enforcement officers who are looking to purchase homes in the community. Unfortunately, we discovered that you may only participate in this program if you are a law enforcement officer *with arresting powers*. Due to overwhelming interest in such benefits, we will continue to look for programs staff can actually participate in and update you as useful information becomes available.



*(Continued from page 1)*

of evidence-based community corrections and are on the verge of implementing a screener instrument that will set the standard for offender risk assessment in the nation. Throughout the Agency, having a talented and energetic workforce has allowed us to reject any stale notions of how a bureaucracy should function and institute excellence in all of our operations, from the way we maintain our facilities and manage our resources to the training we provide.

Every day I am more proud to lead this agency. I look forward to an exciting future with all of you.

*- Director Paul A. Quander, Jr.*

### NEWSLINK QUOTE OF THE MONTH

If you are planning for a year, sow rice; if you are planning for a decade, plant trees;  
if you are planning for a lifetime, educate people.

*- Chinese Proverb*

#### NOTE FROM THE EDITOR:

This concludes another edition of the CSOSA Newslink. With the summer season upon us, there is so much work to be done in the District. Which is why I'm extremely appreciative of those staff members who continue to set aside time to contribute to the Agency's newsletter. Your success stories and office updates continue to make the publication interesting to create and interesting to read. Remember, anyone can submit an item to the newsletter, so if you have an idea or view that you'd like expressed in the publication, please feel free to contact me.

Thanks again for your positive support.

*Erika N. Evans*

*Newslink Editor & Coordinator*

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