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COMMONWEALTH of VIRGINIA

*Department of Corrections
Adult Probation and Parole
District 36*

206 N. WASHINGTON STREET
5TH FLOOR
ALEXANDRIA, VA 22314
TELEPHONE: 518-8000
FAX NO. 518-8029

December 20, 2001

Mr. Walter Pulliam, Jr.
Region II Administrator, Acting
199 Spotnap Road, Suite A
Charlottesville, VA 22911

Re: Retirement

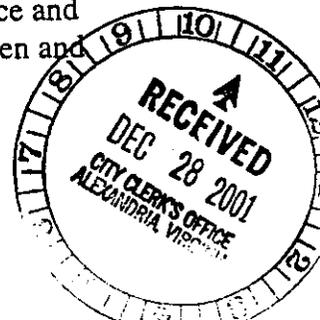
Dear Mr. Pulliam,

May this letter serve as my official notice of retirement, effective January 3, 2002.

I have been employed by the Virginia Department of Corrections since January, 1975 and have been fiercely dedicated to my profession. I believe, even more strongly now, that effective community corrections provides the greatest possibility, within the criminal justice system, for positively impacting lives.

While the winds of political change have forced the DOC pendulum to extremes within the last decades, the basic philosophy of the Alexandria Circuit Court, the Alexandria District, and the Alexandria community has remained fairly constant. We have developed and shared a philosophy that includes respect for individuals, development of a range of effective resources to address individual needs, and ultimate accountability for individual choice. It is a philosophy that is reflected in our professional relationships and the way in which we complete our work. Historically, we have had a very strong Alexandria Circuit Court Bench and our current Judges are actively engaged in the probation process.

The history of successful inter-agency collaboration in Alexandria is phenomenal and well documented. Alexandria P&P has been actively involved with special programs, grants, and research projects with numerous City agencies including the Police and Sheriff's Departments, Substance Abuse and Mental Health, Office on Women and Victim Witness Assistance, and the Office of Economic Opportunities.



Mr. Walter Pulliam, Jr.

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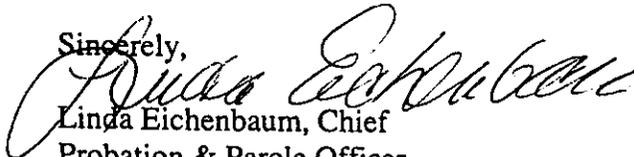
The City of Alexandria has provided tremendous support for our services and our employees through the years. They have supplemented employee salaries and provided computer system support, equipment, and training. Many City employee benefits have been extended to our staff including access to City parking, access to City training, and participation in City boards and projects. Historically, the Alexandria District has had significant employee turnover, due in large measure to our inability to effectively compete with the Federal government salary structures. Since the District's inception in 1978, we have hired 127 FT employees. Turnover is also exacerbated by routine long employee commutes, a dearth of off-street parking, and a lack of local applicants.

The Department has expanded and matured into a nationally recognized organization, however, my greatest concern as I leave the Department remains the continual reduction of the discretionary time that Officers need to effectively engage their clients in the learning and supervision process. As a new Officer 27 years ago, there were very few standards or structured demands on my time. I had the time to engage clients, to make meaningful community contacts, and to contemplate and explore the best options. While I probably had 85% discretionary time in 1975, I daresay that now Officers have less than 5% after the mountain of required counting, coding, and classifying that is required on a daily basis. With much greater specialized training, they actually have far less time to use those skills in impacting lives. The DOC must explore more effective means of gathering data that does not divert Officer time from the primary tasks of community supervision.

I have loved my profession and will greatly miss the wonderful people with whom I have worked so long. I will not miss the pre-dawn commute, the excessive work hours, and the frustration of multiple top priorities. I will always treasure the creative working relationships, the opportunities to contribute to a professional body of knowledge, and the satisfaction of incremental success.

I thank God for the opportunity and I thank many wonderful people for their gracious assistance and dedication. Together in positive spirit, we can, and do make a difference.

Sincerely,


Linda Eichenbaum, Chief
Probation & Parole Officer

CC: Honorable Donald M. Haddock, Chief Judge
✓ Mr. Kerry Donley, Mayor

Mr. Ron Angelone, Director
Mr. Gene Johnson, Dep Dir
Mr. James Camache, Asst Dir



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City of Alexandria, Virginia
301 King Street, Suite 2300
Alexandria, Virginia 22314



Kerry J. Donley
Mayor

William C. Cleveland
Vice Mayor

January 10, 2002

Beverly I. Jett, CMC
City Clerk and
Clerk of Council
beverly.jett@ci.alexandria.va.us

Members of Council
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Linda Eichenbaum
12466 Cavalier Drive
Woodbridge, VA 22192

Dear Linda,

At the City Council Meeting held on Tuesday, January 8, 2002, Councilman Speck announced that you recently retired as Chief of Probation and Parole. He noted that your retirement letter stated very thoughtfully and cogently some of the issues that have been changing in the Commonwealth of Virginia regarding probation and parole, and how Alexandria has been responding. He further stated that you were a very dedicated, very capable and very professional employee who is moving on to other things, and that what you talk about in terms of the issues that are affecting this important part of our criminal justice system and what Alexandria is doing to try to respond to are thoughts that ought not be just filed away.

Mayor Donley indicated that Council also needs to at least indicate its agreement, if you will, with some of the sentiments expressed in your letter. He stated that it was quite a thoughtful letter both in appreciation for your job, and also in dedication of the job you have done.

City Council not only extends its congratulations and best wishes to you upon your retirement, but also acknowledges the great efforts that you have made during your many, many years of service and thanks you for them.

Sincerely,

Beverly I. Jett
City Clerk and Clerk of Council