

The Connecticut
Department
of Correction

P.R.I.D.E.



Remember Our Troops

Our motto: Professionalism, Respect, Integrity, Dignity, Excellence

AT WORK



Wardens on the Move

Commissioner Theresa C. Lantz is pleased and proud to announce the transfers of three of the agency's wardens in support of the agency's priorities and progressive initiatives. Warden James Dzurenda will be assuming the challenging position as Warden of the Garner Correctional Institution. Under the leadership of Warden Giovanny Gomez, the facility has nearly completed the complex consolidation of mental health services for adult male offenders. "I know that Warden Dzurenda's hands on approach and attention to detail will insure the continued success of Garner's new mission," said Commissioner Lantz. Warden Dzurenda joined the agency in 1987 and holds a Bachelors Degree in Biochemistry and Masters of Business Administration with an emphasis on management and organizational concepts and strategies.



(L-R Warden Giovanny Gomez, Commissioner Theresa Lantz and Warden James Dzurenda

Continued on Page 3, *Wardens*

From the Commissioner



I would like to express my sincere gratitude for the tremendous response I have received from staff in regard to my request in our newsletter PRIDE at Work for innovative cost savings suggestions. The proposals that came from all levels of our agency touched upon virtually every aspect of our operations with seemingly nothing being excluded from consideration.

Continued on Page 2, *Commissioner*

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Our Mission

The Department of Correction shall protect the public, protect staff, and provide safe, secure and humane supervision of offenders with opportunities that support successful community reintegration

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About and for
correctional
professionals

March 27 -
April 9, 2005

Commissioner, Cont'd

After a thorough, daylong review of the suggestions and recommendations with my executive staff, it is apparent to me that a number of the submitted ideas can be implemented to improve the agency's current budget deficiency and to enhance our operations for the future.

As the planning and implementation of the selected suggestions progresses, my priority is that none of what is considered will affect the safety and security of our staff and facilities, nor will it violate our union contracts. We will keep union leadership apprised of any actions we intend to move forward with. Staff have been involved in this process from the beginning and will be through its implementation.

Among the major initiatives I am pursuing is the continued increase in the supervised reintegration of offenders to the community. As a result, it will be possible to close selected high cost housing units, thus giving us the advantage of re-deploying staff to cover vacancies in the facility. Let me be very clear, there are no facility closings, no staff lay-offs, no reduction in posts other than those due to housing closings, nor changes to current bargaining unit agreements being considered.

As a former correction officer and correctional counselor, I know change can be unsettling, inconvenient and often disruptive to one's life. As we scrutinize our staff deployment plans for balance throughout the Department, we may need to make adjustments but we will do all we can to minimize any adverse impact on staff.

Continued on Page 4, *Commissioner*

Pride.
AT
Work

for
March 27 - April 9,
2005

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Theresa C. Lantz,
Commissioner

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DCF Commissioner Visits MYI

Darlene Dunbar, Commissioner of the Department of Children and Families, recently visited the Manson Youth Institution with Director of Programs and Treatment Mary Johnson. She toured the facility's education department at the invitation of Warden Moises Gonzalez and the School Principal Gabe Riccio.



(L-R) Major Melvin Wells, Director Mary Johnson,
Commissioner Darlene Dunbar, Warden Moises Gonzalez
and Principal Gabe Riccio

Garner CI Creates a New Road to Recovery/Re-entry

Two of the most progressive initiatives currently being undertaken by the Department of Correction are coming together in a new program getting underway at the Garner Correctional Institution. Through a \$2-million grant awarded to the state Department of Mental Health and Addiction Services, mental health experts are working to insure that discharging offenders with mental health issues will receive the support necessary to achieve a successful community reintegration. Under the consolidation of mental health services in the agency, Garner has been designated as the treatment facility for adult male offenders with significant mental health needs. At the same time, the agency is in the process of enhancing the reintegration programming to better support offenders when they complete their sentence. The mental health population presents a special challenge in this regard. Since November two DHMAS staff members have been working with 120 Garner inmates who are nearing discharge. The inmates are receiving assistance on issues relating to discharge planning including housing, vocational training, social rehabilitation and substance abuse. Ultimately, the program is aimed at insuring a continuum of treatment for the offenders in the community once they are released.



DHMAS staff members Dr. Douglas Rau and Courtney Huntington review inmate files at Garner CI

Wardens, Cont'd

Warden Gomez, who had requested a new opportunity within the Department, will move to the Brooklyn Correctional Institution. "Giovanni's experience and expertise will be extremely beneficial in supporting the programmatic aspect at Brooklyn," the Commissioner said. Rounding out the three-way transfer is Warden Daniel Martin's shift to the leadership of the Cheshire Correctional Institution. "I am excited about the challenge and grateful for the opportunity and faith that has been placed in me," Warden Martin said. Warden Martin has 20 years with our agency and served for a decade on the Emergency Response Team, which culminated as the District Three Commander. All the transfers are effective as of April 15, 2005.

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Calendar

April 21 & 22- The 9th Annual Melanie Rieger Memorial Conference

April 22 - A Retirement Party in honor of Captain Nelson Rodriguez will be held at the Sheraton Bradley Hotel from 6 p.m. to 12 a.m. The \$45.00 donation includes a buffet dinner and gift. To purchase tickets you may call Natalie Rodriguez at 692.6847, Nancy King at 763.6525, Lt. Franco at 763.6315, Dee Rodriguez at 627.2100, Michelle Cabana at 566.7500 or Officer Jackson at 763.6500.

April 27 - Tip -A-Cop at the Olive Garden in Enfield to benefit Special Olympics. 11 a.m. to 7 p.m. For more info contact Liz Francini at 763.6127.

April 30 - Bridgeport CC's QWL is sponsoring a softball tournament at Beardsley Park from 9 a.m. to dusk. Registration fee is \$200. For info contact Scott Aldridge at 203.579.6131.

May 1 -7 - National Correctional Officer's Week

Condolences



Commissioner Theresa Lantz is saddened to announce the passing of Jacqueline Bourne, retired Executive Secretary at Central Office. A Memorial Service will be held on April 17, 2005.



Commissioner Theresa Lantz is also saddened to announce the passing of Kathryn Meacham, mother of Director Mary Johnson. Mrs. Meacham passed away on April 7, 2005.

Years of Service

Employees with 20 Years of Service as of March 2005

Richard Anderson	Parole Officer II	CO
Benjamin Barbour	Correction Officer	CRCC
Zygmunt Brzostek	Correctional Electrician	WCI
Michael Butterworth	Correction Officer	MCTSD
Andre Chouinard	Correction Officer	BCI
Madeline Demorro-Bobe	Correctional Counselor	NHCC
Gregory Ducharme	Correction Officer	ECI
Terrance Filossie	Personnel Officer II	CO
Mary French	Record Specialist I	BCC
Peter Gallagher	Correction Officer	CRCI
Robert Gilbert	Correction Officer	CO
Giovanny Gomez	Warden	GCI
Sean Hamel	Lieutenant	WCB
Cheryl Hicks	Correctional Treatment Officer	GCI
Karen Johnson	Payroll Clerk	McWCI
Nathanial Keaton Jr.	Correction Officer	NHCC

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CORE Payroll Update

After the inception of the CORE system in October 2003 there were many issues with employee paychecks. The Comptrollers Office provided the Department with special auditors to audit employee paychecks. Approximately ten (10) percent of NP-4 staff were audited through this process. In addition, over 2,500 individual payroll discrepancy forms have been processed with identified issues checked and resolved.

The Department of Correction in conjunction with the Comptroller's Office completed 467 audits of NP-4 employee pay records. The results of these audits are that NP-4 employees had been paid the proper amounts for salaries, differentials, meal money and overtime.

There are still issues concerning accruals of NP-4 and NP-8 staff that the Comptroller's Office and the Department of Correction are working diligently to resolve. If you have any specific paycheck issues please utilize the Payroll Discrepancy Form which can be obtained and submitted to your facility Personnel Officer.



(Left) Warden Wayne Choinski presents Daniel Steward with a plaque commemorating his retirement and 20 Years of Service with the Department.

Commissioner, Cont'd

Another area I am considering change is in the delivery of our required training to reduce its high cost impact on the Department. As a former Training Director for the Department, I am totally committed to ensuring the highest quality of training for all staff. I believe that training can be provided through a more efficient system and schedule, and we are actively working on such a plan. Additionally, we continue to review a variety of means to reduce our overtime and the dramatic increase in the usage of sick time, to include possible modification of Administrative Directive 2.11, Employee Dependability.

A number of factors have contributed to our budget deficit, some beyond our control. But as Commissioner of this Department, it is my obligation to do what I can to administer this Department in line with the fiscal appropriations that we have been granted. As public servants, we are all responsible stewards of the taxpayers' money.

Again, I thank you for all of the suggestions that were submitted, and I continue to extend my deep appreciation for your dedication and commitment to this agency.

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Condolences

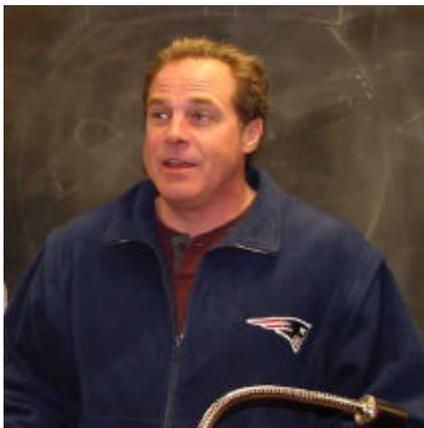
 Director David Batten and staff of the Engineering & Facilities Management Unit and Warden Michael Lajoie and staff of Corrigan-Radgowski offer condolences to the family of John Meara III. Mr. Meara, a Correctional Plumber & Steamfitter, passed away on March 21, 2005.

Years of Service

Anna Madonna	Correction Officer
Jaime Maldonado	Counselor Supervisor
John Maloney Jr.	Correction Officer
John McCartney	Correction Officer
Robert Meulemans Sr.	Lieutenant
Carl Mitchell	Correction Officer
Edward Moylan Jr.	Correction Officer
Elaine Pacheco	Parole Supervisor
Harry Pray	Correction Officer
Susan Sorensen	Correctional Counselor
Daniel Stewart	Correction Officer
Mark Suse	Counselor Supervisor
Wayne Valade	Captain
Patrick Wilcox	Correction Officer

Employees with 25 Years of Service as of March 2005

John Campaniello Jr.	Supervising Account Mgr.
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Harry Pray



Patrick Wilcox

(Above) Harry Pray and Patrick Wilcox address an audience at Northern CI at a ceremony in honor of their 20 Years of Service

Did you know?

Did you know is an informational column written by the Facilities Management and Engineering Unit, aimed at increasing your knowledge of issues in our everyday lives. This week's issue was submitted by Greg Fitzpatrick who can be reached at 860 692-7897. If you have any questions or an idea for a future column please contact Director David Batten at 860-692-7554.

Did You Know? — DOC supports wildlife conservation

Many Department properties are quite large, while the actual facilities occupy only a portion of some of these properties. This creates available wildlife habitat, as the unused portions of these properties are relatively undisturbed. You may be lucky enough to observe some of the larger creatures, but this habitat also supports a wide variety of wildlife you probably won't see, or perhaps notice, because the creatures are small, reclusive, or nocturnal.

Beaver activity has been observed in Crescent Lake, bordering Enfield CI. Beavers have also been observed in Bride Lake on the Department's Niantic properties. Most of you have also probably seen Whitetail Deer,

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WCI
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BCI
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Around the cell block



Texas- Already struggling to retain correction officers, a new policy allows only comp time for the first 250 hours of overtime.



Mexico- Continuing raids at federal prisons have uncovered a pool table and a disco sound system in addition to guns, cell phones and unauthorized television sets.



New York- Cornell University students are operating Prison Express which sends books for some 1,500 offenders nationwide.



California- On Scott Peterson's first day on death row officials received three dozen telephone calls and a marriage proposal from women requesting to talk to him.



Employee Assistance Program
A Confidential Counseling Service

888-EAP-8900



Continued on Page 6, *Did you know?*

The 411 on Changing your Information Habit

Letting your finger do the walking has become an all too expensive habit for the employees of the State of Connecticut as a whole and the Department of Correction in particular. In keeping with the request of Governor M. Jodi Rell, Commissioner Theresa C. Lantz has directed that as of April 4, 2005, DOC employees will no longer be permitted to make 4-1-1 directory assistance calls. Back in December, staff of the Engineering/Facilities Management Unit found that the calls were costing the agency nearly \$2,000 a month. Governor Rell has been told that over the course of 18-months, state employees all together racked up \$400,000 in information call charges. At the Department of Correction 411 will be blocked on the telephone system. This has been the case for some time at six of our facilities which have found the lack of 4-1-1 access not to be a burden. Staff are encouraged to use the Internet if available to find telephone numbers or the good old directory. The telephone company, SBC, will provide a directory for your calling area free of charge, if you call them at 800-922-0008. Commissioner Lantz has also announced plans to institute a Department wide pin number system for long distance calls, which saved \$7,500 a month when it was instituted at the MacDougall-Walker Correctional Institution.

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Pomp and Circumstance



Did you know?, Cont'd

Woodchucks, Turkey, various other birds and, perhaps, even Red Fox, Coyote, Eastern Box or Painted Turtles, and many other species on our properties.

Habitat has been modified in Enfield to attract the grasshopper sparrow, a species that is endangered and protected in Connecticut and by Federal law. The American Kestrel, a species of special concern in Connecticut, has been observed in this modified habitat, showing that efforts to protect one species often helps other species. You may also observe nest boxes for Eastern Bluebirds placed by the Department in Enfield.

A fish ladder was installed by the Department to assist the migration and spawning of alewives and blueback herring into Bride Lake. These are small bait fish that spawn in fresh water but live in salt water. The taking of either of these species is prohibited by the Department of Environmental Protection because of historically low populations.

Because our properties are protected from hunting and other human activity, some species may find refuge on Department land and eventually exceed the carrying capacity of the land to support a particular species.

On rare occasions, the Department may have to take steps to reduce certain wildlife populations to protect the health of the animals, eliminate dangerous situations, or reduce damage (e.g., burrowing). When necessary, these actions are carefully considered and coordinated with the Department of Environmental Protection.

You might want to pick up some books to help identify the birds and other animals you see. Many such books are available at bookstores. The Department of Environmental Protection offers many books and pamphlets on Connecticut wildlife; see <www.dep.st.ct.us> and follow the links to the DEP Store. But please do not disturb or approach any wild creature.

Correctional Counselor Walter Joy of Manson Youth Institution successfully passed his Connecticut Certification Board tests and exams and is now a Certified Drug and Alcohol Counselor.

Counselor Joy has been with the Department for 11 years. He has worked at the Western Substance Abuse Units at Willard-Cybulski CI and Cheshire and has been with the Addiction Services Unit at Manson YI since 1999.

Congratulations Walter!



Agency Good Congrats Neighbors

Webster CI Warden James Dzurenda and the staff at Webster CI received a letter of thanks from the South Windsor Safe Home for the monetary donation of \$500. The safe home is a Department of Children and Family licensed facility for abandoned and neglected children between the age of 3-12. The funds will be used to pay for new outdoor playground equipment at the home.

York CI The Community Outreach Crew volunteered at the Colchester Fire Department, Second Congregational Church in New London, Camp Hazen in Chester and the Jordan Fire Department in Waterford. Officer Diane Hillyer and Jeanette Pringle who coordinate the activities of the Community Outreach Crew also conducted a tour of the facility for the Coventry Police Department Youth Program.



Warden Moises Gonzalez and staff of Manson YI offer congratulations to State School Teacher

Veron Walters-Beaulieu who gave birth to a 7 pound 5 oz. baby girl "Jade Skye" on Friday, March 18, 2005. Mother and baby are doing well.



Warden Bruce Cuscovitch and staff of Willard-Cybulski send congratulations to Administrative As-

sistant Susan Grucci on the birth of her grandson, Karter Kristopher. Karter was born on March 18, 2005 weighing in at 6lbs 15 oz. and 19: in length. The proud parents are Kristopher and Nicole.

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MVP's:

Acevedo, Eric	CO	BCC
Alvarez, Alex	CO	BCC
Anderson, Kevin	CFSS III	BCC
Badura, Steve	CN	NCI
Berthiume, John	CO	NCI
Butkiewicz, David	Lt	NCI
Carter, Michelle	CO	BCC
Coleman, John	Lt	BCC
Coleman, Kelly	CO	BCC
Congelos, Steve	CO	NCI
Craft, Curtis	Co	BCC
Daddona, Louis	GMO	BCC
Draper, David	CTO	GCI
Emmelman, Brad	CO	NCI
Falcone, Henry	Lt	BCC
Garvey, Mark	CO	BCC
Gillard, Charles	CO	BCC
Givens, Wanda	CO	BCC
Harrigan, Dave	CO	NCI
Hernandez, James	Lt	BCC
Hernandez, Pedro	CO	BCC
Ignacio, Michael	CO	CCI
Keeney, Bill	CO	NCI
Lyman, Michael	CN	NCI
Marsh, Vernon	CO	BCC
McDonald Jeffrey	CO	BCC
Moore, Doris	CO	BCC
Newkirk, Sharon	CO	BCC
Pataky, Charles	CO	BCC
Patton, Craig	CO	NCI
Pease, Mark	CO	NCI
Prior, Matthew	CO	NCI
Rivera, Elizabeth	CO	BCC
Ryan, Jason	CO	BCC
Roach O'Neal	CO	BCC
Rucker, Timothy	Lt	BCC
Salmon, Purdon	CO	BCC
Sharp, James	CO	NCI
Slater, David	Lt	BCC
Smith, Dana	CO	BCC
Soberal, Edgardo	CO	BCC
Vega, Phillip	CO	BCC
Williams, Maureen	CO	BCC
Williams, Tony	CO	NCI

St. Patty's Day-Northern Style



Northern CI's Diversity Council hosted a St. Patrick's Day Luncheon in conjunction with the Staff Appreciation Committee. On the menu was Corn Beef and Cabbage with all the fixings, and a "GREEN" cake to commemorate the day.