

The Connecticut
Department
of Correction

P.R.I.D.E.



Remember Our Troops

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

AT WORK



Then and Now

Despite the reality that recent events on the Gulf Coast have weighed heavily upon all Americans, Central Office staff and DOC personnel across the state gathered to memorialize those lost in the "9-11" attacks in New York, Washington D.C and Pennsylvania.

Commissioner Theresa C. Lantz took the occasion to reflect upon lives lost, but also to acknowledge the same spirit of giving and unity that was expressed both then and now. Just as the correctional family grows close during time of need, so do the American people. Members of the elite Honor Guard placed a wreath beneath the national and state flags, which flew at half-mast at the Wethersfield location. The ceremony was highlighted by another stirring rendition of "The National Anthem" by Counselor Supervisor Leigh Ware of York CI.



Commissioner Theresa Lantz, Deputy Commissioner Carol Salsbury, Father Anthony Bruno and Iman Abdul Hasan look on as Counselor Supervisor Leigh Ware sings the National Anthem.

From the Commissioner

As many of you have inquired of me with regard to departmental efforts concerning Hurricane Katrina, here is a quick update. On August 31, 2005, Governor Rell asked that all State agencies coordinate relief efforts to assist those in need in the aftermath of Hurricane Katrina. Supplies such as the following to include but not limited to: bottled water; non-perishable food and snacks; batteries; blankets; tarps and tents have been collected at all correctional facilities and forwarded to State Armories for delivery to the affected states. In addition, the Department assisted with vehicles and personnel for statewide supplied donations that were collected at various points across Connecticut.



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

September 11 -
24, 2005

Officer Receives Secretary of State Public Service Award



Officer Dirmy Mack of Cheshire CI will be presented with the Secretary of the State's 2005 Public Service Award in a ceremony scheduled for October 18, 2005. The Public Service Award program was created to give dedicated volunteers the recognition they deserve and to highlight the vital role they play in the State of Connecticut. Officer Mack is a 15-year veteran of the Department of Correction and he has been a volunteer coach for over 20 years. He has been coaching in the town of Hamden for the past 10 years. He is one of 10 volunteer coaches involved in "Youth Sport Leadership" that will be honored at the ceremony. Secretary of the State of Connecticut Susan Bysiewicz stated in

her congratulatory letter to Officer Mack, "By giving freely of your time and ability, you have enhanced the lives of other people around you. For this commitment, we, your fellow citizens, owe you a debt of gratitude. As a dedicated volunteer coach, you are an important part of what makes this state such a wonderful place to live. Your commitment to your town and this state, and your willingness to give up one of the most precious commodities you have – your time – to serve your fellow citizens by mentoring the youth of your community, are characteristics truly deserving recognition. Your dedication to public service – in many cases, without pay, without applause, and without personal advancement is a precious gift. You are an example of what makes our communities work." On Friday, September 23rd a 40th Birthday Bash will be given in honor of Officer Mack at Jackie's Café in Downtown New Haven. This "Party with a Purpose" will celebrate Officer's Mack notable accomplishments. Donations are \$10 and all money raised at the event will go toward helping "Coach Mack" make a difference in a child's life.

Commissioner, Cont'd

On September 2, 2005, through the Association of State Correctional Administrators, came an urgent plea by the Louisiana Department of Public Safety & Correction asked for staff across the country to assist their brothers and sisters who are living in dire circumstances. Upon receipt of this request, we established separate collection points which, to date, are still being collected to assist especially the Louisiana Department of Correction staff with the following items: diapers, baby formula and food, non-perishable food, first aid packages, clothing, blankets, and other bare essential commodities. In addition, a relief fund account has been set up especially for the families of the Louisiana Department of Correction staff through ASCA. We will be picking up these supplies this week and delivering them to the Louisiana Department of Correction headquarters.

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Pride.
AT
Work

for
September 11 - 24,
2005

Distributed
bi-weekly to 7,000
staff and via the internet
throughout
Connecticut and the
nation by the Depart-
ment of Correction
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Wethersfield, CT 06109

M. Jodi Rell, Governor

Theresa C. Lantz,
Commissioner

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DOC Food Services Staff Cater Luncheon

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(L-R) Correctional Food Service Supervisors Wollenberg, (Bergin CI), Miclette(Manson YI), and Vaughn (Cafe' 24) at the grill.

Commissioner Linda Schwartz of the Department of Veteran Affairs sent Commissioner Theresa Lantz a letter commending members of the Department of Correction Food Services staff for hosting and catering a Staff Appreciation Luncheon at the Veterans Home and Hospital in Rocky Hill. In the letter she states, "The event was above and beyond our expectations. They set up one of the best luncheon buffets that I have ever seen. Their attention to detail and professionalism created an outstanding event for our staff. Although I can not give raises or promotions to your (DOC) staff, I would like to request that you recognize Carlton Vaughn and all the Food Service

staff who participated with the event for a job well done and for making the day one the staff will remember for a long time."



DOC Food Service Staff pose with staff from the Veteran's Home & Hospital in Rocky Hill at the luncheon

Commissioner, Cont'd

On September 12th, through the Association of State Correctional Administrators, we received information that the Mississippi Department of Correction is requesting any similar assistance that could be rendered to their staff. This request specifically requests monetary donations. Checks from individuals, businesses, or organizations should be sent to:

CFGJ/MDOC Fund
525 E. Capitol Street, Suite 5B
Jackson, MS 39201

Credit card donations (Visa or Mastercard) can be made by calling 601.974.6044. Donors should indicate that they wish to donate to the MDOC Fund. Donors will need to have the name on the credit card, credit card account number and card expiration date to complete the transaction. Check and credit card donors will receive acknowledgment of their donation by mail for tax deduction purposes. In summary, I know that I have asked you to contribute what you can to this relief effort and sincerely appreciate all the assistance you have rendered either monetarily or with a donation of goods. Please know that I am in ongoing communication with the Commissioners from Louisiana and Mississippi, and have offered any and all other assistance they need during this period of need. I think we all must realize that this is not a short term but a long term situation for these Departments, and as requests come forward we will work with the Department of Homeland Security and Office of Emergency Management to assist with any further requests that they may have. We have had several staff activated by the military and released to assist the Red Cross, and a specific state protocol is followed for such release. At this time, we have not been asked to send human resources to the Department of Correction of these states. In closing, I will continue to keep you apprised as we assist our brothers and sisters in these states.

Succession Management - Planning for the Future

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At the top managers meeting in August, Commissioner Theresa Lantz asked those in attendance eligible for retirement in the next 24 months to stand, and at least half the room stood. Commissioner Lantz and Maloney Center for Training and Staff Development Director Sandra Sawicki, at that time, introduced the Department to an innovative approach to succession management. This pilot initiative will focus on preparing staff for succession to the position of Correctional Warden.

The need to address succession management in the Connecticut Department of Correction became apparent in 2003 when a state sanctioned early retirement incentive program (ERIP) resulted in the retirement of many experienced leaders in the Department and the human resource challenge of managing the resulting search for qualified replacements. This left our Department with the question: Who will be prepared to move up if there were another ERIP in the near future?

The Department of Correction is at the forefront of other state agencies regarding succession management. Agency teams have designed the Leadership Excellence and Development (LEaD) program that will include interested staff at the level of Correctional Deputy Warden, Correctional Major, and Parole Supervisor. The LEaD program will include classroom based competency training, experiential activities outside the classroom, executive coaching, and multi-rater 360° assessments. Classroom facilitators and executive coaches will be current Department leaders at the level of Correctional Warden and above.

Interest in the LEaD program is high – 90% of those eligible to participate expressed interest. As a result there are four separate classes, or cohorts, of participants. The first cohort is set to begin this month at MCSTD.

As this program progresses it will be evaluated for application to other areas of the Department. Other units involved in this project on the core work team include Affirmative Action Director Robert Jackson, Warden Charles Lee, PPO Pam Connelly, Major Elizabeth Martinez, Curriculum Specialist Linda Rubin, AAO Pam Hightower, and DAS. Those interested in learning more about the Department's succession initiative can contact Director Sawicki at (203) 271-5100.

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 Nick Costanzo who can be reached at 860.692.7564. If you have any questions or an idea for a future column please contact Director David Batten at 860.692.7554.



Did You Know: Low P.H. in your domestic water can damage your water pipes and plumbing fixtures.

If you have well water or even city water, the P.H. level may not be conducive to your home's plumbing system or your health. Low P.H. can damage your plumbing system by creating pin hole leaks in piping as well as slowly destroying shower valves and faucets. Low P.H. is a natural acidic condition of your water and must be brought up to a neutral level of 7.0 so as not to degrade your copper and brass plumbing fixtures as previously mentioned. When a low acid condition is present, it slowly dissolves the copper in your plumbing system and you ingest it when you drink the water over time. Telltale signs that you have low P.H. are; blue-green staining on sinks, toilet bowls, tubs, shower bases and faucet aerators to name a few. If you suspect that you have low P.H., you should have your water tested to confirm it.

The plumbing department at Sears offers free water analysis that will determine if you have low P.H. as well as other conditions and in most cases they can recommend ways to treat them. You can also go to the Yellow pages and look under Water Purification for local companies that can provide water treatment services. Installed systems can range anywhere from \$500 to \$2,500 dollars.

In conclusion, although you may not see the effects low P.H. may be having on your plumbing pipes and fixtures now, you will definitely see them when the plumber gives you the bill to replace them.

V.O.I.C.E.S. In NYC

On August 23rd, Correctional Counselor Patricia Niesyn of the Victims Services Unit (Central Office) and Mario Gaboury, Ph.D., of the University of New Haven were presenters at the American Probation and Parole Association's 30th Annual Training Institute in New York City. Counselor Niesyn and Dr. Gaboury's workshop was titled: "VOICES in Connecticut Corrections: A Program Description and Evaluation Report." The origin and current status of the V.O.I.C.E.S. program in the Connecticut Department of Correction was discussed, as well as the research results on the program that were recently published in the *Journal of Offender Rehabilitation*.

Copies of the coloring books that were also made by the women of the York VOICES program distributed at the workshop. The coloring books were donated to a womens shelter by the inmates. The presentation was well received and there was a great deal of interest by other states in Connecticut's success with the V.O.I.C.E.S. program.



Pat Niesyn (L) and Mario Gaboury (R) being introduced at the APPA Institute. Hanging on the wall is the quilt that was the Restorative Justice project by the women participants in the V.O.I.C.E.S. program at York CI.

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S.H.A.C

The DOC Sexual Harassment Advisory Board (S.H.A.C.) rallied together this month to distribute their suggestion boxes throughout the state. Each facility will soon be equipped to handle any sexual harassment concerns or suggestions to free the correctional environment of sexual harassment in this confidential avenue. This forum is not designed for a formal complaint but as a way to improve a respectful workplace by giving everyone at the facilities a voice. We want to hear from you, as your input can make positive changes regarding sexual harassment issues. All information received is handled confidentially by SHAC members. So look for your facility's suggestion box, labeled "D.O.C. Sexual Harassment Advisory Committee," very professionally made by the Osborn CI Woodworking Shop under the direction of Principal Steve Ellis and Instructor Steve Roy. Special thanks goes to Officers Paulette Williams and William Fowler for distributing all the boxes, and to Wardens John Seiminski of MacDougall-Walker and David Strange of Osborn CI, for approving the work.

MIS Expands the LAN/WAN network

The MIS unit is currently in the process of installing the LAN/WAN to those facilities not currently on the network. Since this spring, York CI, New Haven CC and Bridgeport CC have been added to the network. Small installations were done at each of these facilities, primarily in the Administration area, to allow for access to the new Criminal Justice Information Systems, OBTS and COLLECT. Currently work has begun at Garner CI and should be completed by the beginning of October. Once Garner is completed, work will begin at Hartford CC. Work at Hartford CC, Brooklyn CI and Gates CI will hopefully be completed by the end of the year. The MIS Unit is also in the process of upgrading the operating system within the agency from Windows 95/98 to Windows XP. Work has begun at Central Office to convert all of the PC's to the new operating system. Once Central Office has been completed, work will begin out at the facilities. At the same time the agency's network infrastructure has been upgraded in an attempt to speed up processing time.

Community Effort

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After more than eight months of cutting, sanding and painting, the new State Police Barracks at 451 Main St. in Somers is officially open for service. The new location, which houses the Troopers and Somers Police, was dedicated last week. That would have not been possible, if not for the hard work of a detail crew from the Willard-Cybulski CI, said troopers and town officials.

Correction Officer Jeffery Stannard serves as the detail officer who supervised the crew responsible for converting the former firehouse to the new base for five public servants and their supervisor. Warden Bruce Cuscovitch told the assembled dignitaries that as part of the community, the facility has the duty and responsibility to be a good neighbor.

Before the raising of the flag could take place, there was one more surprise as Sergeant Jose Claudio, who supervises the unit, was presented with a freshly painted sign from the Willard-Cybulski CI staff, that made it clear that Police Unit "451" is open for business.



(L-R) Officer Jeffrey Stannard and Warden Bruce Cuscovitch unveil a sign from the staff at Willard-Cybulski CI

Department Extends Help to the South

From pallets on donations, to benefit breakfasts, to mounting offers to volunteer in the hurricane ravaged area, the staff of the Connecticut Department of Correction continue to open their hearts and wallets to the victims of Hurricane Katrina. The Bridgeport Correctional Center alone collected more than \$600 cash and more than 50 cases of water through a breakfast, lunch and dinner sale that was conducted through its Quality of Work Life Committee as well as its Community Alliance. The agency has sent six pallets of donations, filling much of a semi-trailer, with donations specifically collected for our fellow correctional professionals with the Louisiana Department of Correction. DOC staff has also been praised by the Department of Administrative Services for its efforts in collecting donations from other state employees. All told, 56 additional pallets of water, foodstuffs, diapers and other necessities were rounded up by DOC staff at other state office buildings. "We could not have been so successful without the help of the DOC," said Tom Yuhas of DAS. Throughout the agency, staff is asking if they may volunteer in the stricken area, utilizing Governor M. Jodi Rell's offer of 14-days leave to do so.

Continued on Page 7, *Help to the South*

Around the cell block

New York- Rapper Lil' Kim will spend the week at fashion shows before reporting to the Danbury federal prison to serve a year and a day for perjury and conspiracy.

Louisiana- A missing Australian man, feared killed by Hurricane Katrina, has been found safe in jail where he was locked up for public intoxication before the storm hit.

Arizona- The state's prison chief is recruiting new staff from among the evacuees of Hurricane Katrina who have come to Phoenix.

Massachusetts- The former don of the Patriarca crime family has been ordered to reimburse the U.S. government \$118,000 for his eight year incarceration.

Help to the South, Cont'd

Human Resources Director Dan Callahan has circulated a memorandum, which lays out what interested staff must do to be part of this effort. Staff is reminded that all such requests must be forwarded to their unit manager and ultimately must be approved by Director Callahan and the state Department of Homeland Security, which is coordinating the effort. Meanwhile, the Commissioner of Mississippi's Department of Corrections is expressing his thanks to his colleagues around the country. "I have gained strength from the expressions of concern, support and generosity from many colleagues," said Commissioner Christopher Epps. "Your help is making a difference in our recovery." Staff from Webster CI pitched in and within four days they raised over \$600 in cash. They went on a shopping spree and purchased non-perishable food items, water, medical supplies, diapers, and snacks for children and family members of the Louisiana Department of Correction. Even the inmates from Webster CI pitched in and contributed a large towering laundry cart with non-perishable food items. Six Department of Correction employees



Pictured above are the DOC staff at the Red Cross Disaster Training held on September 16th in New London. They are: (L-R) Bob Manizza and Amy Spicer (both of Corrigan-Radgowski CC), Susan LaPalme (York CI), Walter L. Edwards II, Michael Hollis, and Greg Yacovou (all of Gates CI)

answered the call of Governor Rell and attended Red Cross Disaster Training on Friday September 16th in New London. They were all officially certified as disaster service volunteers by the American Red Cross and were given a tentative date of deployment for the Gulf Coast Area as of Thursday, September 22nd to assist with the Hurricane Katrina Relief Efforts.

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Calendar,

September 30 - Commissioner's Cup Golf Tournament at the Tradition Golf Club in Windsor.

October 9 - After 21 years, 4 months and 18 days with the Department, Officer O'Neal Roach of Bridgeport CC will retire. A party in his



honor is scheduled for Sunday, October 9th at the Country House Restaurant in East Haven. The \$40.00 donation includes a buffet style dinner and open bar. For information you may call Officers Smith, Meekins, Meyers or Johnson, Lt. Fann or Reveron or RN. Betty Cadore at 203.579.6131 or Officer Roach at 203.974.4111.

October 21 - Carl Robinson CI and the K-9 Unit will celebrate their 20th Anniversary at noon in CRCI's visiting room.

October 23 - American Heart Association's 2005 Heart Walk. For information go to www.heartwalk.kintera.org/hartford



November 11 - Bridgeport CC is sponsoring a bus trip to New York City and Radio City Music Hall on 11/11/05, a state holiday, for the Radio City Christmas show. This is to benefit Conn. Special Olympics. A flyer with the particulars has been posted in Human Resources. Please contact Pam Neuendorf at 203-579-6985 for more information.