



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.

2009 Annual Awards

Although the ceremony itself was scaled back due to the economic realities of the times, the accomplishments of those honored were in no way diminished during the Department of Correction’s Annual Awards Ceremony held December 17, at the Maloney Center for Training and Staff Development.



Dr. Edward Blanchette (r) is the congratulated by Commissioner Brian K. Murphy on receiving the Department of Correction’s 2009 Commissioner’s Award.

“It is still very important to us as an agency to recognize those men and women who go the extra mile on behalf of the citizens of our state,” said Commissioner Brian K. Murphy addressing those gathered at the training academy. “Today’s recipients have truly set the standard for corrections.” see [DoC Awards Ceremony/page 2](#)

December 15, 2009
through
January 15, 2010

Distributed bi-monthly
to 7,000 staff
and via the Internet
throughout Connecticut
and the nation
by the

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Wethersfield, CT 06109

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From the Commissioner



As the New Year begins, I am pleased to inform you that I will be able to continue in the role of the agency’s commissioner. The decision has been made that I, along with Acting Deputy Commissioners Mark Strange and Carol Salsbury will stay on for the foreseeable future. I am grateful that I will continue to have these two professionals at my side. My hope and expectation is that this will allow the agency to maintain its level of success as well as consistency and concentration on the tasks at hand as we proceed into 2010. No doubt there will be challenges as we move forward in the upcoming year. Despite these challenges, I begin this New Year with incredible optimism about the ongoing progress of the Department. Our population is in the 18,000 range, which we haven’t seen since 2001. Though we will see the population level off and increase slightly with our usual seasonal increase, probably in late February. This is occurring as many states continue to struggle with sustained growth of their inmate populations. According to the Justice Department, Connecticut was one of 20 states to achieve a population decline in 2008. This will allow us to finish carrying out the closing of Webster CI without any detrimental impact on another facility.

see [From the Commissioner/page 6](#)

DOC Annual Award Ceremony from page 1

Award recipients were called to the stage while a brief description of their accomplishments was read. One such example of a staff member going the extra mile was that of Parole Officer Frank Vieira who received the Distinguished Service Medal.



Commissioner Brian K. Murphy with Medal of Valor Recipients, Northern CI's CO David Huffman, CO Anthony Trombly, and CO Juan Melendez.

After seeing an article in the Sunday paper in which a woman was cornered in a parking garage and forced to drive to an ATM and withdraw money, Officer Vieira recognized the similarities to crimes committed by an offender on his case load. He contacted law enforcement and using GPS information from the offender's bracelet, he was able to match the parolee's location to the scene and time of the crime.

Not unexpectedly, there were numerous examples of our staff's heroism. For instance, Correction Officer Mark Welch of the Northern Correctional Institution was awarded the Medal of Valor for stopping one inmate from assaulting another. One inmate

had struck another several times in the face and head rendering him unconscious. The attacker, who is serving 70 years and has accumulated 98 disciplinary reports continued to kick the victim in the head on the ground. Within six seconds of the code being called Officer Welch entered the yard alone and stopped the attack. While securing the attacker, Officer Welch was punched in the head. The victim was admitted to the hospital in critical condition.

In the words of the nominator, Officer Welch performed an act of extraordinary bravery, heroism and valor to save the life of the inmate. When asked to say a few words, Officer Welch simply stated the sentiment echoed by many of those in attendance, "I was just doing my job."

In the words of Commissioner Murphy, the event was a great occasion for us as an agency to join together to celebrate some of the accomplishments of the best correctional professionals in the country.

2009 Annual Award Winners

Correction Officer of the Year: Ronald Young Northern CI

Employee of the Year: Maureen Reeves - MIS

Excellence in Training: Jackie Marvel - MCTSD

Teacher of the Year: Jolanta Stygares - MacDougall-Walker CI

Supervisor of the Year: Lt. Joanna Salvatore - Hartford CC

Parole Officer of the Year: Joseph Gessaroli - Parole

Manager of the Year: Parole Manager Eric Ellison - Parole

Health Services Employee of the Year: Dr. Gerald Gagne Jr. - Northern CI

Unit of the Year: Human Resources

Distinguished Service Medal: Parole Officer Frank Vieira, Parole

Medal of Valor: CO Mark Welch - Northern CI

CO Charles Caple - Corrigan Radgowski CC

CO Anthony Trombly, CO David Huffman,

CO Juan Melendez - Northern CI

Commissioner's Award: Dr. Edward Blanchette

Supporting Our DoC Troops

Falcone Has Landed

Having been deployed since shortly after the tragic events of 9/11, Correction Officer Frank Falcone made his triumphant return (after nearly eight years) to the Garner Correctional Institution in October of 2009.

His military career, spanning more than 21 years, began with the Marines and transitioned to the Air Force where he has attained the rank of Technical Sergeant. His recent deployment included service as Crew Chief in Afghanistan, Germany and Dover Delaware. For four years during this deployment he served as Flying Crew Chief providing various support worldwide.

A recognition plaque was presented at roll call to CO Falcone on behalf of the entire Department of Correction. He received resounding applause from staff

– more than half of whom had yet to be employed by the DoC when CO Falcone’s deployment began. We are all extremely proud of CO Falcone and the service he has provided our agency and country.



From Left: AFSCME Union Steward/CTO Andrew Bukowski, Warden Scott Semple, CO Frank Falcone, and AFSCME Union Steward/CO Greg Pagel.

Care Packages from MYI



Lieutenants Dennis Jalbert and Viveca Martin of the Manson Youth Institution prepare care packages for the troops.

During the holidays, Lt. Dennis Jalbert of the Manson Youth Institution set out to collect donations to send to soldiers related to MYI staff. Thanks to the donations and help of the MYI staff and from the Connecticut Oncology/Hematology and the Center for Cancer Care, MYI was able to fill 12 boxes for six soldiers.

The holidays are difficult times for the troops and their family members. The donations that were collected were sent to thank the soldiers and to remind them that they are in our thoughts. In addition to the items that were donated, phone cards were also donated which will allow the soldiers to call home.

Two boxes were sent out to each of the following deployed soldiers: SPC Nicholas Saucier, son of Captain Saucier at MYI; Specialist Darryl Rucker, son of Lt. Rucker at MYI;

Specialist Paul Harris, son of Officer Harris at MYI; Sgt. Simon Johnathan, nephew of Officer Guay at MYI; SSG Nikkia Haraklay, Officer with CTU; SSG Noel Brown, Lt. at HCC.

The staff of MYI would like to take this opportunity to thank all of the soldiers who are serving our country. You are always in our thoughts and your commitment and dedication to our country is greatly appreciated.

CODE ORANGE MIKESTRONG

Lieutenant Michael Fisher, an 18 year plus veteran, was recently diagnosed with an aggressive form of cancer and is currently undergoing treatment. Lt. Fisher's long career has taken him across the state, working at Corrigan CC, Hartford CC, MacDougall- Walker CI and most recently the North District office. Lt. Fisher and his wife Lisa have two beautiful 12 year old twin girls, Morgan and Kelsey.

We are asking all DOC staff to think of "Mike" and his family by purchasing a t-shirt for only \$20.00.

100% of ALL proceeds will go to support and assist the Fisher family.

Name: _____

Facility: _____

Telephone Number: _____

Number of shirts Ordered: _____

Amount Paid: _____

Small Medium Large X-Large XX-Large XXX-Large

Please make checks payable to: **MIKESTRONG**

7,000 Strong, Fighting for 1

Please forward this form and your payment to MacDougall-Walker C.I.,
1153 East Street South, Suffield, CT 06080

Attention: Joanne McIntosh, Administrative Assistant, Warden's Office

Around the Cell Block



New York – New York's highest Court ruled Monday that families forced to pay high phone rates to talk to relatives in state prisons won't receive refunds for the costs. The lawsuit was first brought by the inmates' families in 2004.

South Dakota – Babies in prison. If a non-violent female offender who meets various conditions gives birth while in DoC custody, and isn't placing the baby for adoption, the infant can stay in the mother's cell for 30 days, according to South Dakota prison officials. So far in 2009, six mothers opted to keep their babies with them in their cells.

New Jersey – A New Jersey prisoner has won a settlement that allows him to preach at services inside the prison. The inmate, an ordained Pentecostal minister, had been conducting weekly worship services until prison officials issued a 2007 ban on inmate preaching.

Affirmative Action on the Intranet

The Affirmative Action (AA) Unit has recently opened a web link under DOCWEB, (the DOC Intranet). The AA web link includes copies of the Administrative Directives 2.1 and 2.2, a phone list of all staff members of the AA Unit, the AA Complaint Form, and a variety of diversity information. The diversity information is updated on a monthly basis and can be used as discussion starters for the Diversity Councils. The diversity link also includes information on celebrations of each specific month, and in many instances a quiz related to the celebrations of that month. Be sure to check it out under "Agency Menu" and click on "Affirmative Action Unit."

*Total
Supervised
Population
on
Janaury 15, 2010
23,047
On January 15, 2009
the population was
23,500*



Did You Know?

“Did You Know” is an informational column written by the Facilities Management and Engineering Services Unit, aimed at increasing your knowledge of issues in our everyday lives. This article was written by Plant Facilities Engineer I, Rick Hamel, if you have any questions about this article, you may contact him at (860) 739-3084. If you have any questions or an idea for a future column please contact Director David Batten at (860) 692-7554.

Safe Winter Driving in Connecticut

Living in Connecticut you know the unpredictable nature of our weather. Driving during severe weather conditions can be demanding. How you handle your vehicle can be the difference between a safe trip and serious trouble. Here are a few helpful tips sure to keep you a little bit safer should you get caught driving in the unexpected:

- Give your car a quick winter check. Make sure that your car has had a recent tune-up; check your headlights; top off the windshield washer fluid; check the tread on your tires; try to keep the fuel tank filled.
- Before heading out, clean off all the windows of your car and carry a flashlight, flares, blanket, sand and shovel with you. It might even be a good idea to keep a gallon of water in the car with you. Also, keep your mirrors clear.
- Wear sunglasses to cut the glare of the sun.
- Travel on main routes instead of trying to take a shortcut, and give yourself plenty of time to get to your destination.
- Stay clear of plows; do not try to pass them. Often the road behind the snowplow is in much better shape than the road ahead of the plow.
- Watch out for pedestrians; bundled up in the cold, they may not be aware of your vehicle. This also applies to children who may be out sledding; you never know when a child on a sled may shoot out onto a roadway.
- Use your signal well in advance of making a turn. Turn the signal off after the turn.
- Be prepared to stop quickly. Keep a safe distance between your vehicle and the other vehicles around you.
- Slow down before reaching an intersection; when approaching an icy hill, pick a path that will allow you the most traction and build your speed gradually before you reach the hill.
- Be aware of the traction available on the roadway. Slow down if it gets too slippery and stop altogether if it gets too treacherous. Also, keep in mind that bridges freeze before road surfaces do. Four-wheel drive may help you get going, but it does nothing to help you stop.
- If you do happen to get stuck in snow or ice, take it slow. Hard acceleration is likely to worsen the situation by causing your tires to dig deeper in the snow. If you are unable to free your vehicle, carefully assess the winter conditions before abandoning it.



From the Commissioner from page 1

Across the agency, we are running more efficiently and smarter. We are still getting the job done and done well, and we, as always, are striving to do things even better. Our top priority will continue to be the safety, security and order of our facilities. Our budget, as well as the state's will continue to be an issue in this upcoming year. By all accounts the economic recovery is going to be slow and in the meantime the pressure on us to do more with less will continue. We will continue to look for any further consolidations and savings that we can identify and capitalize on across the agency. We will carry out that goal while insuring that safety is not compromised in any manner. We are continuing to ramp up our revised and improved Reentry Furlough process. We strongly believe that this will pay dividends in preparing offenders to rejoin their communities in a law abiding manner. Previously this discretionary release mechanism had a 97 percent success rate and we expect that will continue to be the case with the enhanced supervision model through our Parole and Community Services Division. Within the next couple of months, we will be rolling out a revised curriculum of core programs across the agency. Programs that are meaningful and supportive of reentry are also a crucial part of our mission. The Programs and Treatment Division has looked at what our basic needs are in terms of programming, what programs are evidenced based and provide the most impact on the inmate population and what we can afford in terms of staff and budget. The idea is to concentrate our efforts on the best programs that address the biggest areas of need. Again, we are working smarter and better. As always, my optimism is based in large part on you, our staff. You are and will continue to be our most important asset in all we do. I truly look forward to working together with you in 2010 and appreciate your efforts every day.

Recent Promotions

<u>Name</u>	<u>Title</u>	<u>Effective</u>	<u>Facility</u>
Bankowski, Robert	Corr Maint Spvr	11/6/2009	Bridgeport CI
Barton, James	Corr Maint Spvr	11/6/2009	Enfield CI
Bessette, Lisa	I D Rec Spec 1	11/6/2009	Carl Robinson CI
Bonfoey, Louis	Corr Maint Spvr	11/6/2009	York CI
Bouffard, Brian	Counselor Sup	12/04/2009	Garner CI
Castonguay, Pam	I D Rec Spec 1	11/6/2009	Central Records/Cheshire
Catania, Lisa	I D Rec Spec 1	11/6/2009	York CI
Elumogo, Anselm	Counselor Sup	12/04/2009	York CI
Gagnon, Gorman	Captain	11/6/2009	Operations/Central Office
Gasiorek, Henry	Lieutenant	11/6/2009	K-9/Central Office
Graves, Caren	I D Rec Spec 1	11/6/2009	MWCI
Houle, Karen	I D Rec Spec 1	11/6/2009	Central Records/Suffield
Johnson, Melissa	I D Rec Spec 1	11/6/2009	Bergin CI
Molina, Jazmin	Counselor Sup	12/04/2009	Central Office
Montgomery, Tonya	I D Rec Spec 1	11/6/2009	Cheshire CI
Parks, Terri	I D Rec Spec 1	11/6/2009	Garner CI
Riddick, Derek	Corr Maint Spvr	11/6/2009	New Haven CC
Stowell (Keeney), Emily	Counselor Sup	12/04/2009	Garner CI
Terminesi, Joseph	Corr Maint Spvr	11/6/2009	Central Office/Fire Safety
Thompson Perez, Teresa	I D Rec Spec 1	11/6/2009	MWCI
Ventura, Jay	Corr Maint Spvr	11/6/2009	Cheshire CI

Caring and Sharing

Thanks to the generosity of state employees, Governor M. Jodi Rell recently announced that the 26TH annual Governor's Care and Share Holiday Food Drive as one of the most successful to date. State agencies collected more than four tons of non-perishable food and contributed \$28,348 in cash donations – more than twice last year's cash total – to benefit Foodshare and the Connecticut Food Bank.

With an impressive total of 2,741 pounds, the Department of Correction donated more food than any other state agency.

This year's food drive also featured the first ever Care & Share charity volleyball tournament on December 9 at the William O'Neill Armory in Hartford. Twenty-one state agencies fielded 32 teams and raised \$8,000 for the campaign. One of the two teams representing the Osborn Correctional Institution walked away with the championship for their division by defeating teams from the Connecticut Housing and Finance Authority, the Department of Social Services and the Department of Information Technology. Congratulations to all who participated, and thank you to all who made donations to those in need.

Connecticut Food Bank and Foodshare, the state's two largest food pantries and distribution organizations, estimate that a \$5 donation can feed five adults for a day and a \$10 donation can serve two senior citizens for five days. "With demand for food assistance up 30 percent in our service area it is heartening to know that Connecticut's dedicated public servants are willing to give so generously," said Foodshare President Gloria McAdam.



Office Assistant Diane Kowal (left) and Office Assistant Kim Such proudly display Northern CI's food donations. Along with the food items, a check for \$217.00 was also donated.

K-9 News



Officer Dennis Hinkson, K-9 Dozer, Director William Colon, Officer Ildio Rodrigues and K-9 Ransom

The Department of Correction's K-9 Unit is proud to announce the addition of two new officers, along with two new dogs, to its ranks. On December 17, 2009 Officer Dennis Hinkson with K-9 Dozer and Officer Ildio Rodrigues with K-9 Ransom successfully graduated from the 15-week-long Connecticut State Police Canine Academy. They are pictured with Tactical Operations and Correctional Transportation Unit Director William Colon in front of the Connecticut State Police Memorial located outside the State Police's training academy in Meriden, where the graduation ceremony was held.

On a sad note, the K-9 Unit is mourning the loss of one of their trusted companions. Canine Officer James Kabusk lost his K-9 partner Mattix while conducting a shakedown at the Garner Correctional Institution on December 16. Officer Kabusk is a 19-year veteran of the department and Mattix was a six-year-old German Shepherd. They worked together for the past three years helping to ensure safe and secure environments for the public, staff and inmates alike.

Knowledge ManagementNow and Beyond

From the Organizational Development and Human Resources Units

Knowledge Management is not a new concept. It is a concept that is alive every minute of the day as new and old information travel through our brain and the organization. How we manage the information could be a critical aspect of our agency's survival. Knowledge Management is the process by which we obtain, share and manage the knowledge within the agency and use it to enhance our agency's performance.

In 2009, the agency experienced numerous retirements. Some retirees were employed with the agency in excess of 30 years. We also experienced a loss of executive staff that possessed a wealth of knowledge. Some of them may have left with "undocumented knowledge," knowledge that is not written anywhere; knowledge that cannot be obtained through training, but obtained through mentoring or documented for future reference.

Knowledge management is critical to the continued existence of any organization. In our agency we have a wealth of information in numerous areas at the executive level; top managerial; supervisory and clerical, it is everywhere. Some positions require specialized knowledge, such as custody and management information system (MIS). Information has transformed our agency into what it is today and will continue to transform us in years to come.

As an agency we can avoid chaotic moments by becoming proactive and pursue knowledge management practices, for example.

Proactive Knowledge Management Practices.

- a) Creating an environment that supports knowledge sharing.
- b) Creating an environment that supports learning.
- c) Being a role model for coaching to support the learning process at all levels.
- d) Conducting open forums for dialogue where knowledge can be shared.
- e) Learning from our successes or failures.
- f) Treating the ideas of others with respect.
- g) Listen and build on ideas.

How to retain the knowledge.

Document information for the incumbent, so that it maybe referenced in the future:

- a) Use technology... create folders where staff can share information
- b) Develop Standard Operating Procedures
- c) Write your story.
- d) Create a manual
- e) Create a flowchart(s)
- f) Participate in Intranet presentations

Practices which are unhealthy to knowledge management.

- a) Hoarding of knowledge.
- b) Protecting one's turf.
- c) Keeping information that may be useful to the agency in our memory.

Retaining of information should be documented on a regular basis. If left for the last minute we may not be able to recall, therefore, develop a system where it can be stored and retrieved when necessary.

**Knowledge Management can be a powerful tool for
Succession Planning and Management.**