

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.

The Final Goodbye

After four decades of service to the State of Connecticut, Deputy Commissioner Carol Salsbury left Central Office one last time on Wednesday, September 22, 2010. Salsbury, who officially retired last year, agreed to stay on and help with the transition after the retirement of Commissioner Theresa Lantz. With the retirements of Acting Commissioner Brian Murphy and Acting Deputy Commissioner Mark Strange, Salsbury’s retirement marks the third top administrator to leave the agency in as many months.



Deputy Commissioner Carol Salsbury, and her husband Baker are escorted out of Central Office.

Deputy Commissioner Salsbury began her career with the state back in 1970 with the Department of Mental Health.

see **Salsbury Retires/page 7**

September 1, 2010
through
September 30, 2010

Distributed bi-monthly
to 6,500 staff
and via the Internet
throughout Connecticut
and the nation
by the

Department of Correction
24 Wolcott Hill Road
Wethersfield, CT 06109

M. Jodi Rell
Governor

Leo C. Arnone
Commissioner

Web address:
www.ct.gov/doc

Public Information
Office telephone:
(860) 692-7780
Fax: (860) 692-7783

From The Commissioner



As I have stated previously, this is not the correctional agency that I left in 1995, after 21 years of duty within the walls of our jails and prisons. So much of what we considered normal, back in the day, has been reexamined, changed and improved, whether it be security measures, programming, staff training, or something as basic as what was hung on the walls of the cells. The collections of sexually explicit photographs that adorned many cells back then were considered to be part of the prison environment. It was tolerated at a time when prisons were nearly all male. In the intervening years, our agency and many other corrections departments across the country have taken a more enlightened look at this aspect of the correctional workplace, particularly as more and more women joined our ranks. We now have several policies which prohibit the open posting of sexually explicit photographs (AD 6.10 Inmate Property-Sec 24); restrict in many cases the sexually explicit material that an inmate can receive via mailed publications (AD 10.7 Inmate Communications- Sec. 4-N-1); and recognize that exposure to such material constitutes sexual harassment (AD 2.2 Sexual Harassment- Sec. 5-F).

see **New Look/page 3**

Nine Years Ago



Members of the Executive Team observe a moment of silence during the 9-11 memorial ceremony.

It is hard to believe nine years have passed since the fateful morning of September 11, 2001. That was the general consensus of those who gathered outside Central Office for the department's annual observance of the tragic events which forever changed our lives, our country and our world.

"That day has become a milestone in our lives and in the history of our country," said Commissioner Leo Arnone. "The shock and the pain will never leave us."

After a rousing rendition of the National Anthem performed by Correctional Industries Manager Raymond Munroe of the MacDougall-Walker Correctional Institution, Correctional Chaplains Reverend Laurie Etter and Imam Abdul Majid Karim Hasan offered their prayers for those gathered, for those who were lost, for their families and for our country.

Since September 11, 2001, nearly 200 Connecticut Department of Correction employees, more than any other state agency, have taken up the call to protect our country and preserve our liberties. At present, 35 of our fellow staff members remain on active military duty around the world. To honor those individuals, Deputy Commissioner James Dzurenda read the roll of staff members who are currently deployed, while members of the Honor Guard saluted each name individually.

To conclude the ceremony, Commissioner Arnone stressed the importance of honoring the memory of those whose lives were lost nine years ago, "we can never forget, and we must never forget." He also urged those gathered to remember the brave men and women who are currently risking their lives while defending our freedom.

Sign of Gratitude

With a desire to reach out to those most affected by the tragedy of 9-11, staff members from the Cheshire Correctional Institution recently delivered a plaque commemorating the events of 9/11/2001 to the Engine 4 Ladder 15 Fire Station located near ground zero in lower Manhattan.

Using wood that was donated by a Correction Officer, State School Teacher Mike Bald designed and, with the help of a student inmate, created the sign. The sign depicts the iconic image of firefighters raising the American Flag amidst the rubble of the World Trade Center.

Officer Andrew Leclerc and Captain Jon Harlow of Cheshire CI loaded up the sign early on the morning of September 11th and drove down to New York City to deliver the sign.

The firefighters of the Engine 4 Ladder 15 Station were conducting their own memorial ceremony, with many of the relatives of those that passed away on hand. Due to its proximity to ground zero, the Engine 4 Ladder 15 Station lost more firefighters (a total of 14) than any other on 9/11/2001. The firefighters were like kids at Christmas unwrapping the sign," said officer Leclerc. "Once they unwrapped it and saw the sign, they were in awe."

Everyone from firefighters to family members were very appreciative according to Leclerc, "we just wanted to give something back."



Captian Jon Harlow and Correction Officer Andrew Leclerc, along with the Engine 4 Ladder 15 fire house crew next to the memorial plaque.

New Look at an Old Issue from page 1

As recently as last April, Acting Commissioner Brian K. Murphy reminded staff that facilities should be free from public displays of sexually explicit materials. I am now looking further into this matter with a new set of eyes, albeit eyes that have the foundation of a career of correctional experience. There is not only the matter of insuring that our agency remains committed to providing a workplace that is free of sexual harassment, but there is an additional consideration that I believe requires some further review and likely revision. What we have basically done with sexually explicit material in our agency is to hide it away. It may not be on the walls anymore, but open a foot locker or look under the bunk and it is there and staff is still exposed to it on a regular basis. Additionally, the issue of sex offenders, their treatment and eventual return to society is one component of this discussion that was certainly nowhere near as prominent when I was an officer, as it is today. Whether it be exposing our staff or a sex offender who is undergoing treatment to sexually explicit materials, hiding an issue such as this is, in my mind, not really dealing with it. As a result, I currently have a committee reviewing our policies and procedures as they regard the possession of sexually explicit materials within our correctional facilities. The committee includes custody staff, Security Division staff, sex offender treatment staff as well as our attorneys. Several other states have looked at this issue. Some have banned sexual photographs all together, rather than trying to create a test of what is or is not acceptable. In most cases those bans have been upheld in the courts. I am not sure that we need to go that far, but I am convinced that we need to take a next step in this important matter.

A Lesson in Generosity

Thanks to the generosity of the staff from the Bridgeport Correctional Center, hundreds of city children will have the tools they need to start the school year off right. Just prior to the start of the school year, on August 21, staff from the Bridgeport Correctional Center distributed roughly 300 book bags stocked with notebooks, pencils, pens, erasers, and other school supplies to under-privileged, inner-city children in the Bridgeport area. The event took place at B.J. Brown Memorial Park, adjacent to Bridgeport Correctional Center, on Madison Avenue. Correctional Officer Lynwood Branch and School Services Aide Shaheerah Blank spearheaded the effort and spread the word via the City of Bridgeport Department of Social Services. They were able to collect the vast amount of school supplies through fund-raisers along with generous donations from BCC staff members.



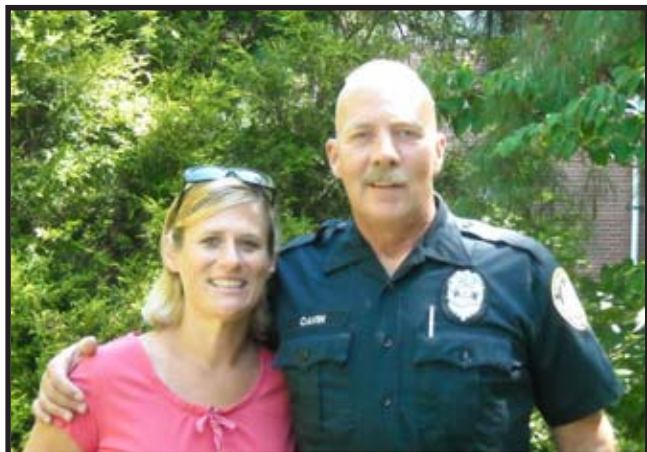
The turnout for the supplies was better than the Bridgeport staff members could have hoped for. In fact, halfway through the distribution of supplies, the Radio WEBE 108 Prize Patrol Vehicle noticed the crowd of several hundred people, inquired about the event from our staff, and returned a short time later with donations of numerous additional bags of school supplies.

Some of the other BCC staff members that were involved in making this wonderful event possible include, but are not limited to, Lt. John Coleman, retired Correction Officer Tracy Scott, Correction Officer Alberto Cuevas, Correction Officer Freddy Martinez, Correction Officer Luis Collazo, Correction Officer Cleave Hatton, Correction Officer Aymet Ojeda, and School Clerk Typist Aphia Griffiths.

Employees of the Quarter

Bergin Correctional Institution

Warden Rinaldi and the staff of the Bergin Correctional Institution are honored to announce the Employees of the Quarter.



Bergin CI's Employees of the Quarter: counselor Margo Testa and Officer Robert Cavin

positive work ethic. She is an extremely hard worker and continuously goes above and beyond her assigned duties.

Hartford Correctional Center

Warden Edward Maldonado is pleased to announce Correction Officer Allen Horvith and Correctional Counselor Trainee Karin Ryan as the Hartford Correctional Center's Employees of the Quarter for the period July 1, 2010 to September 30, 2010.

Officer Horvith was described by fellow staff members as someone that is a true professional, dedicated, motivated and someone who pays attention to detail. He willingly provides new staff with information and assistance regarding any job related issue. His peers look up to him as a positive role model. Warden Maldonado also noted that officer Horvith has an excellent work ethic and routinely goes above and beyond his regular duties.

Correctional Counselor Trainee Karin Ryan was described as someone that has done a phenomenal job in the short time, less than one year, that she has been with the department. All her supervisors have commented on the professional manner in which Ms. Ryan manages her caseload – like a seasoned counselor. A team player, counselor Ryan will go out of her way to assist others. She always takes the initiative to learn new duties and adapts quickly to change.

In the words of Warden Maldonado, "Correction Officer Allen Horvith and Correctional Counselor Trainee Ryan are true representatives of the Department of Correction Motto, PRIDE: Professionalism, Respect, Integrity, Dignity and Excellence, and an asset to our agency."

Around the Cell Block



Washington DC – The US Supreme Court says it will hear arguments next term on whether federal judges can force California to release nearly 50,000 inmates, mainly because of problems with providing healthcare.

Oklahoma – A southwestern Oklahoma sheriff is dressing county inmates in hot pink jumpsuits as a deterrent to crime and to make them easier to spot. Greer County Sheriff Devin Huckabay says the inmates don't like wearing them and that the snazzy jumpsuits therefore are an incentive to not break the law and wind up in jail.

Argentina – Two men escaped from a prison in Argentina after avoiding the makeshift dummies stationed in the watchtowers. In place of some guards, the understaffed prison had stationed dummies at the unmanned watchtowers.

<p style="text-align: center;">Total Supervised Population on September 30, 2010 23,246 On September 30, 2009 the population was 23,767</p>
--



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 Joseph Suchecki, Plant Facilities Engineer I; he can be reached at 860-692-7592 with any questions. If you have any questions or an idea for a future column please contact Director David Batten at (860) 692-7554.

Disposal of Unused or Expired Medication

Is your medicine cabinet filled with expired drugs or medications you no longer use? How should you dispose of them? Most drugs can be thrown in the household trash, but consumers should take certain precautions before tossing them out, according to the Food and Drug Administration (FDA). A few drugs should be flushed down the toilet. Some towns or pharmacies occasionally offer special collections where residents can bring prescription medicines, veterinary medicines and over-the-counter products. Call your town household trash or recycling service to see if a take-back program is available in your community. You can also talk with your pharmacist to see if he or she knows of other medicine disposal programs in your area.

If you cannot bring your medicines to a special collection, the best way to dispose of medicines and over the counter products is to put them in the trash. Follow any specific disposal instructions on the drug label or patient information that accompanies the medication.

- Do not flush prescription drugs down the toilet unless the label or patient information specifically instructs you to do so.
- Pour medication into a sealable plastic bag, empty can, or other container to prevent the medication from leaking or breaking out of a garbage bag. If medication is a solid (pill, liquid capsule, etc.), crush it or add water to dissolve it.
- Add kitty litter, sawdust, coffee grounds (or any material that mixes with the medication and makes it less appealing for pets and children to eat) to the plastic bag, can, or other container.
- Seal the plastic bag, can, or other container and put it in the trash.
- Remove and destroy ALL identifying personal information from all medication containers before recycling them or throwing them away.
- If you have any questions, consult your pharmacist.

Disposal by Flushing of Certain Unused Medicines

As previously mentioned, almost all medicines can be thrown away in the household trash; however, certain medicines may be especially harmful and, in some cases, fatal in a single dose if they are used by someone other than the person the medicine was prescribed for. For this reason, a few medicines have special disposal directions that indicate they should be flushed down the sink or toilet after the medicine is no longer needed. FDA believes that any potential risk to people or the environment from flushing this small list of medicines is outweighed by the risks from accidental ingestion of these medicines. The list from the FDA tells you what unused or expired medicines you should flush down the sink or toilet to help prevent danger to people and pets in the home:

www.fda.gov/default.htm

Following these instructions will protect your privacy, discourage unintended consumption of drugs and protect our water. Remember to also follow these instructions for pet medications.

SOG places 8th in Hostage Rescue

August 24, 2010, marked the beginning of three days of intense competition at the annual Connecticut SWAT Challenge, which was comprised of 40 individual teams from nine states throughout the nation. Competitors included: National Nuclear Security Administration, United States Air Force, United States Army, Federal Bureau of Prisons, Connecticut and Massachusetts State Police, Central Region SWAT, New York Department of Corrections and many other law enforcement, SWAT and Special Ops teams.

In its fourth year of participation, CTDOC's Special Operations Group ranked 8th out of the 40 teams competing in the Hostage Rescue portion of the Challenge. This event was multifaceted and required each operator to make split-second decisions for both himself and his team. The objective of this event was to rescue a 180-pound 'downed' officer in the middle of a 'hot zone.' To do this, six operators from each team were required to engage 'hostile' targets, while moving through a series of 'shoot/no-shoot' drills that utilized primary weapons, secondary weapons and a shotgun and also clearing a dark room with the aid of special equipment. To add stress to the event, each team's performance was timed.



S.O.G. members prepare to enter the "fatal funnel" during the annual Connecticut SWAT Challenge.

The event began with each team ('stack') performing an explosive breach on a steel door and quickly passing through the threshold or 'fatal funnel'. Once through the doorway, the 'stack' immediately began engaging 'hostile' targets with their shotguns and pistols, while each adhering only to their discipline of assignment in order to assess or engage their targets. S.O.G. Operator of the Year, Officer York, successfully engaged five targets (3 inch diameter) and a very challenging 'hostage taker' target with ease. Of the 40 competing teams, very few accomplished successful engagement of a 'hostage taker' target.

Upon completing the second course of fire, half of the 'stack' was directed to a heavily armored tactical vehicle to await the four operators who were completing a search for the downed officer in a no-

light building. Once the officer was located, the operators were required to carry him back to the tactical vehicle. The team was then driven to another location where operators engaged multiple targets from several firing points. Lieutenant Guzman (S.O.G. BRAVO Team Leader) successfully engaged various steel targets from the tactical vehicle's turret, while other Operators continued to engage their discipline of assignment.

The final stage of the event included all six operators, each with 60 lbs of gear, carrying the 180 pound downed officer over 150 yards to the finish line.

"It was a great pleasure to watch S.O.G. Operators complete the 'Hostage Rescue' event. This is what we train for each month and every operator successfully engaged their hostile targets, while properly identifying friendly targets. Target identification is the most important aspect of an operator's job. An error in that area can cost an innocent person their life and we can't ever afford that," said Captain Dennis Roche, the SOG Commander. He went on to thank Commissioner Arnone, Deputy Commissioner Dzurenda and especially Director William Colón for the support they have shown to the S.O.G. and the Tactical Operation Units.

Deputy Commissioner Salsbury Retires

from page 1

She first worked for the Department of Correction back in 1982, but left in 1986 to work for the Connecticut Department of Health. She went on to do stints with the Department of Social Services and the Office of Policy and Management before returning to the Department of Correction as the Director of Fiscal Services in 2001.



The newly appointed
Acting Director of
Administration
Cheryl Cepelak.

With the departure of Deputy Commissioner Carol Salsbury, Commissioner Leo Arnone is pleased to announce that Cheryl Cepelak, Director of the Maloney Center for Training and Staff Development, has been appointed Acting Director of Administration. Let us all join with Commissioner Arnone in wishing the best for Deputy Commissioner Salsbury in her retirement and also in congratulating Director Cepelak on her new appointment.

Recovery Month

In an official statement Governor M. Jodi Rell proclaimed the month of September as National Alcohol and Drug Addiction Recovery Month in the state of Connecticut.

With national alcohol consumption rates at their highest point in 25 years, and prescription drug abuse becoming firmly entrenched in communities large and small, this is a reminder that addiction is a treatable disease. The Employee Assistance Program (EAP) and other confidential services are available to assist all staff in living lives free from dependency on these substances.

One thing you can do in support is collect, remove, and safely dispose of unused medication from your home which will keep others safe and decrease the potential for accidental ingestion/poisoning. (see **related story/page 5**)

There are many resources and ideas available on line at www.recoverymonth.gov

Recent Correctional Supervisor Promotions

August/September 2010

<u>Name</u>	<u>Title</u>	<u>Location</u>
Agathos, Eva	Captain	Brooklyn CI
DeFelice, Paul	Captain	Bergin CI
Anaya, David	Lieutenant	Northern CI
Barone, Kristine	Couns. Sup.	CRCC
Bishop, Robert	Lieutenant	Hartford CC
Bradley, Lawrence	Lieutenant	Northern CI
Chevalier, Darren	Lieutenant	Northern CI
Conger, Jeffrey	Lieutenant	Gates CI
Cox, Andre	Lieutenant	Gen. Off. K-9
Daire, Rohan	Lieutenant	Northern CI
Diloreto, Michael	Lieutenant	York CI
Hall, Peaches	Captain	Hartford CC
Holmes, Mark	Lieutenant	CRCI
Howard, Raymond	Lieutenant	Hartford CC
Hull, Brenda	Lieutenant	Manson YI
Jarzabek, Joseph	Lieutenant	Hartford CC
Johnathan, Paine	Lieutenant	MWCI
Johnson, Modikiah	Lieutenant	York CI
Manning, John	Lieutenant	Osborn CI
Pisano, Dominick	Lieutenant	CRCI
Rypysc, Chad	Lieutenant	Osborn CI
Salvatore, Joanna	Captain	MWCI
Shaw, Christopher	Lieutenant	York CI
Turowsky, Michael	Lieutenant	CRCI
Viger, Bryan	Captain	Cheshire CI
Watson, James	Captain	Cheshire CI

Pitch for Pink

Even in what some consider an economic recession, friends and colleagues alike generously donated to the Pitch for Pink campaign for breast cancer awareness in support of two employees of the Connecticut Department of Correction. On August 14, 2010, Maria Pirro, Principal at Gates CI, and Donald Cieslukowski, Correctional Counselor at Gates CI, participated in the fifth annual softball tournament in Preston, CT. Their team raised over \$3,000 for this cause that has touched so many lives.

Years Of Service

Employees with 20 Years of Service as of August 2010

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Addison-Pires, Pamela	CorrectionOfficer	Cheshire CI	8/24/1990
Albano, Michael	CorrectionOfficer	MWCI	8/24/1990
Ashburn, Michele	CorrectionOfficer	York CI	8/24/1990
Beausoleil, Judene	ExecutiveSecretary	Cen. Off.	8/10/1990
Beeman, Brian	CorrectionOfficer	Cheshire CI	8/24/1990
Bergin, Thomas	CorrectionOfficer	MYI	7/13/1990
Brown, Duane	CorrectionOfficer	MWCI	8/24/1990
Carlone, Joseph	Correctional Captain	Cen. Off.	8/24/1990
Carlson, Kurt	Corr.Stny. Engr.	Cheshire CI	8/6/1990
Curran, Steven	CorrectionOfficer	Garner CI	8/24/1990
Dinkins, Juanita	Chaplain	BCC	8/10/1990
Dubuque, Douglas	CorrectionOfficer	MWCI	8/24/1990
Fieldhouse, Donna	Lieutenant	MWCI	7/13/1990
Gagnon, Joseph	CorrectionOfficer	Osborn CI	8/24/1990
Hall, Aleshia	Administrative Asst.	Garner CI	8/10/1990
Hannan, Tracey	Rcrd. Spec. II	MWCI	6/20/1990
Jacques, Robert	Corr. Store Sup.	Cen. Off.	6/29/1990
Jones, Brian	CorrectionOfficer	Cheshire CI	2/9/1990
Kelley, Duane	Captain	CRCC	8/24/1990
Kozikowski, Nicholas	CorrectionOfficer	MYI	8/24/1990
Mainolfi, Patrick	CorrectionOfficer	Cheshire CI	6/1/1990
Novack, Christopher	CorrectionOfficer	Bergin CI	8/24/1990
O'Connor, Carl	CorrectionOfficer	MWCI	8/24/1990
Opito, Thomas	CorrectionOfficer	Osborn CI	7/13/1990
Petre, Daniel	CorrectionOfficer	Bergin CI	8/24/1990
Pisano, Domenick	Lieutenant	Enfield CI	8/24/1990
Randolph, Elizabeth	CorrectionOfficer	Bergin CI	8/24/1990
Ross, Olga	CorrectionOfficer	MWCI	4/20/1990
Staron, Linda	StateSchoolTeacher	Hartford CC	8/10/1990
Tellar, Irwin	CorrectionOfficer	MWCI	7/13/1990
Weir, Kimberly	Director of Security	Cen. Off.	8/24/1990

Employees with 25 Years of Service as of August 2010

Ide, Joel FscI./Admin. Mgr. I Cen. Off. 8/16/1985

Employees with 30 Years of Service as of August 2010

Wright, Cheryllee Rcrd. Spec.I MWCI 8/22/1980

Light Bulb Sale

The Department of Correction, Facilities Management and Engineering Sevices Unit is sponsoring its annual energy saving light bulb and fixture sale. These bulbs and fixtures are offered to all DOC employees and the public at substantial savings. Listed below are facility locations, scheduled dates and times.

Central Office

North Parking Lot

Tuesday, October 19, 2010

Time: 10:00 AM to 2:00 PM.

District 1

Robinson CI

Visitors parking lot

Thursday, October 21, 2010

Time: 7:00 AM to 12:00 PM.

District 2

Bridgeport CI

Visitors Parking Lot

Tuesday, November 9, 2010

Time: 7:00 AM to 12:00 PM.

District 3

Bergin CI

Deardon Parking Lot

Wednesday, Nov. 10, 2010

Time: 7:00 AM to 12:00 PM.

Please come and join us at any one of the above locations.

Employee Assistance Program

1-800-252-4555

Available 24 hours a day - 7 days a week

www.theEAP.com

Connecticut Law Enforcement Officers Memorial 5K Run

Sunday, October 17, 2010

Where:

Tolland High School
One Eagle Hill Road
Tolland, CT 06084

When:

Check-In begins: 8:00 am
Children's Fun Run: 9:00 am
Opening Ceremony: 9:30 am
5K Run: 10:00 am

Registration Fee: \$25

This fee is a donation to the National Law Enforcement Officers Memorial Fund, a nonprofit [501(c)(3)] organization, and is tax-deductible to the full extent of the law.

Course:

Certified 5K Course (CT10028JHP)

Awards:

Top Three Overall Male and Female
Top Three Male and Female Masters (40+)
Top Three Male and Female Law Enforcement
Top Department

at least three officers must participate to be eligible to win
average of three fastest times

Register by visiting

www.ctleomr.org



Honor Guard Recruitment

Director William Colon has announced new members are being sought for the Department's Honor Guard Unit, specifically for the positions of Color Guard members, Bagpipers and Drummers.

Interested employees are encouraged to review Administrative Directive 2.16, Honor Guard for eligibility requirements including sick leave usage, discipline history, sexual harassment and workplace violence history, service ratings and physical appearance standards.

In reference to the Color Guard selection, any member of the Department of Correction with a minimum service of three (3) years shall be eligible. A letter of interest and/or resume is requested to include date of hire, 3 years of time and attendance records, the last 3 years evaluations and 2 letters of reference from shift commander and immediate supervisor.

In reference to the Bagpiper Band selection, any member of the Department with a minimum service of one (1) year shall be eligible. A letter of interest and/or resume is requested to include date of hire, 1 year of time and attendance record, last evaluation and 2 letters of reference from shift commander and immediate supervisor.



Interested employees may mail their interview packets to Honor Guard Commander Lieutenant Antonio Cusano at Maloney CTSD, 275 Jarvis Street, Cheshire, CT 06410, (203) 271-5178 to be placed on an interview list.

Closing date is October 15, 2010

Interviews/auditions will be conducted shortly thereafter.