

## Our Mission

The Department of Correction shall strive to be a global leader in progressive correctional practices and partnered re-entry initiatives to support responsive evidence-based practices aligned to law-abiding and accountable behaviors. Safety and security shall be a priority component of this responsibility as it pertains to staff, victims, citizens and offenders.

## From the Commissioner



As you may already be aware, the State Senate resolution passed consent on my appointment by Governor Dannel P. Malloy as the Commissioner for the Department of Correction. I am humbled and grateful to the Governor and the legislature for their faith in me to lead this agency, which I cherish, into the future.

One thing I knew for certain, if appointed, my first official act as Commissioner would be to promote Acting Deputy Commissioner Monica Rinaldi to Deputy Commissioner of Operations and Rehabilitative Services. Please join me in congratulating her on this well deserved honor.

Even prior to my appointment, in my role as Acting Commissioner, I did not want our agency to rest on its laurels and simply maintain the status quo. As many of you know, nothing can threaten our goal of public safety like complacency. Along with the members of our executive team, we began to craft a new vision for the Department which capitalizes on the lessons we have learned over the years, and consolidates our gains. After much deliberation and input from key staff members, we came up with four specific initiatives which are intended to sharpen our focus as a Department and allow us to position ourselves as a smaller, more flexible and more community-orientated Department of Correction. These proposals are guided by our overarching goal of increased public safety, while increasing efficiency system wide, and my personal commitment to our staff that we will do our very best to reduce trauma associated with working and living in a correctional environment. These are initiatives ripe for success because of our operational capabilities and existing competencies.

The first initiative is the centralization of all community release decision making in a centralized location. Historically, each individual warden would make these release decisions. With the centralization of this important decision making function, we will (among other things) improve consistency in the decision making process. I have chosen William Murphy to be the Director of the new Community Release Unit which is officially up and running as of this week.

The second initiative is the creation of a Reintegration Center.

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through

March 17, 2015

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and the nation

by the

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# Commemorating Black History Month

## Taking stock of the Past at Central Office

In celebration of Black History Month, the Affirmative Action Unit with the assistance from staff of the Best Practices Unit hosted a lunchtime presentation by Mrs. Paula Mann-Agnew, Director of Programs for Catholic Charities on February 25, 2015.

Approximately 25 employees attended Mrs. Mann-Agnew's presentation entitled the "Brown Mosaic," in which she reflected on the experiences of Black families and the history of African Diaspora through the West African concept of Sankofa. The Sankofa is often represented by a mythical bird looking backward with an egg in its mouth. Under Sankofa in order to move forward and reach one's full potential one must go back to his or her roots and learn how the past has impacted the present.

Specifically, she explained how the treatment of African Americans in the past has impacted not only how African Americans view themselves but also how they are viewed and treated as Americans. A dynamic and engaging speaker, Mrs. Mann-Agnew is a Certified Cultural Competency Trainer through Department of Mental Health and Addiction Services (DHMAS) and holds a certification in Advanced African Centered Practice from the National Association of Black Social Workers (Howard University). She currently sits on the Cultural Competency Advisory Committee (State of Connecticut Judicial Branch - Court Support Services Division), is an officer on the Connecticut Multicultural Partnership Leadership Committee, and chairs the Cultural Competency and Limited English Proficiency (LEP) initiatives at Catholic Charities. In addition to the lecture, a variety of literature and artwork representing African American culture was brought in by staff and set up in Café 24 for everyone at Central Office to see. Mrs. Mann-Agnew's presentation generated considerable discussion from those in attendance and attendees raved about the depth of the African American history and other information presented.



Mrs. Paula Mann-Agnew.

## Tales of Inspiration at Osborn CI

Throughout February, Osborn Correctional Institution celebrated Black History month with outside speakers and activities that included singing, poetry, and readings. The offenders at Osborn Correctional Institution were able to attend four different events that highlighted aspects of African American culture. Each event celebrated a different aspect of Black History.

The first event featured Mr. D. Pollard from Iron Will Fitness and Mr. D. White Dickerson from Jail to Yale. Each speaker described how they were able to succeed after spending time behind bars. Their message included both education and a drive to do things differently.

The second event featured James Ghant, Alexander Ketchum, Fred Hodges, Kenneth Jackson and Dave McKnight - all of whom have spent time behind bars and are successful businessmen in the community. They also brought the message of re-entry and how it is possible to succeed.

The third event featured Pastor C. Daley who is the pastor at Solid Rock Church of God. Pastor Daley discussed Black History with a focus on past trail blazers and their messages.

The final event was a presentation of music, history and poetry featuring different aspects of African American history. The presentation focused on African American artists, musicians, writers, scientists and inventors.

The presentations were the result of a collaborative effort between the Religious Services and Addiction Services unit. Correctional Substance Abuse Counselors Edwin Rexach and Tia Rhinehart are credited with organizing and putting forth the event. Without their hard work and dedication the events would not have been possible.

## Double Duty Deployment

Seven Department of Correction's employees are among the 90 Connecticut National Guard soldiers who were recently tapped for a year-long deployment overseas.

In addition to the family and friends gathered at an official send off ceremony held March 5 at the William A. O'Neill Armory in Hartford, several dignitaries were on hand to officially send the soldiers off. Governor Dannel P. Malloy, Lt. Gov. Nancy Wyman, Congressman Joseph Courtney, U.S. Sen. Richard Blumenthal and Attorney General George Jepson and Maj. Gen. Thaddeus J. Martin, the adjutant general and commanding officer of the Connecticut National Guard all took turns to praise the troops for their service to our country.



**L to R: Warden Jose Feliciano, District Administrator Angel Quiros, Deputy Warden Daniel Murphy, Lieutenant Jamie Stone, Correction Officer Stanquinto Sudduth, Deputy Commissioner Monica Rinaldi, Commissioner Scott Semple, Deputy Commissioner Cheryl Cepelak, Correction Officers David Tross, Philip Maldonado, and Michael Decora, Lieutenant Edmund Scarchilli, Warden Allison Black and Director Lauren Powers.**

“These missions continue our proud tradition of preparing soldiers who are trained and ready to deploy anywhere in the world, even on the shortest of notice,” said Maj. Gen. Thaddeus Martin.

Also on hand to show their support were Commissioner Scott Semple, Deputy Commissioners Cheryl Cepelak and Monica Rinaldi, District Administrator Angel Quiros, Wardens Allison Black, Jose Feliciano and Walter Ford, along with Training Director Lauren Powers.

A total of two units are being deployed. The 192nd Military Police Battalion will send approximately 55 soldiers to Guantanamo Bay, Cuba in support of detainee operations. The Niantic-based unit includes six DoC staff members.

Approximately 35 soldiers of the Middletown-based 143rd RSG will provide command, control and administration to all base life support operations on a post in Afghanistan. Among the ranks of the 143<sup>rd</sup> is one Department of Correction staff member, Staff Sergeant Stanquinto Sudduth of the Corrigan-Radgowski Correctional Center. After the official ceremony was over, Commissioner Semple met with the DoC staff who were heading overseas to wish them well and to also let them know that the agency would do whatever it could to support them and their families while they were away.



# 70 Goats and Counting

Dozens of malnourished goats were seized from a Cornwall, Connecticut farm in January, and brought to the Second Chance Large Animal Rehabilitation Center at the York Correctional Institution.

The animals were taken from the Butterfield Farm cheese-making operation on Hautboy Hill Road in Cornwall. The two owners of the farm were each charged with 63 counts of cruelty to animals. Each of the animal cruelty charges carries a maximum penalty of one year in prison and \$1,000 fine.

The owners of the herd are accused of failing to properly feed, water and provide appropriate shelter for the herd, most of which were found to be emaciated. Some had suffered frostbite to their ears.

Since their arrival at York the majority of the goats are thriving. Before they were seized, the goats were allowed to roam around the Cornwall farm unsupervised, as a result, it is estimated that as many as 15 of the goats are currently pregnant. With the average gestation period for a goat being 150 days, with two kids being the typical size for a goat



**Gandalf the goat**



**Just a few of the 70 goats recuperating at the Second Chance Large Animal Rehabilitation Center at the York Correctional Institution.**

litter. Having arrived at York about 60 days ago, it is only a matter of time before the “tribe” of goats could nearly double in size – no kidding.

# Around the Cell Block



**NEW HAMPSHIRE** – Farmington, New Hampshire police are handing out tickets that you want to get. Officers are looking for people who should be rewarded for their behavior – using crosswalks, driving properly, using turn signals - rather than being reprimanded.

Inspired by how well the people in their town have navigated a tough winter, police in Farmington decided it was time to hand out some rewards. Officers are patrolling the streets and issuing citations for free pizza and french fries.

Officers won't pull over cars and use their lights or sirens. They'll only hand out the gift cards safely.

The tickets will be handed out through the end of March, but police said if it goes well, they will consider doing it again in the future.

<p><b><i>Total Supervised Population on March 17, 2015</i></b></p> <p><b><i>19,889</i></b></p> <p><b><i>On March 17, 2014 the population was 20,606</i></b></p>
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## A Lean Agency Event

Lean project teams worked on streamlining four key agency functions during the Department of Correction's third Kaizen Event held the week of February 23-27, at the Webster Correctional Institution. Lean project teams worked on streamlining and enhancing our tactical units, inmate transportation, the Risk Reduction Earned Credit (RREC) process and the workflow of the Management Information Systems (MIS) unit.

The Emergency Plans (Tactical Operations) team worked to reduce the time required to get properly equipped tactical staff accounted for, briefed, staged and ready to enter an affected area.

The Inmate Transportation team set out to examine the current routing process and look for opportunities to streamline the current scheduling, staffing levels and operation, review the Special Transportation operation for opportunities for improvement, efficiency and cost savings and to improve unit communication with facilities in order to provide more effective and efficient transportation services to the facilities served by the unit.

The RREC team focused on our internal policies related to Risk Reduction Earned Credit with the goals of simplifying and streamlining the overall process, RREC compliance and RREC non-compliance, incentivizing program and education participation, and maximizing the efficacy of the credits and process as an incentive to promote positive and constructive behavior by aligning RREC with our existing objective classification system.

The MIS team delved into the inner workings of the MIS unit to see what functions are working properly and what functions can be improved upon, where the limitations are in the unit and worked to identify new techniques and training that need to be implemented, transform the unit into a more collaborative one and ultimately to improve the workflow of the unit and to better utilize all staff so that they can succeed.

As with the past two Kaizen Events, by week's end, the current and future state process maps were complete, key performance indicators and benchmarks were identified, and project implementation plans were developed. On Friday, February 27 the four project teams presented their projects to the audience which included Deputy Commissioners Cheryl Cepelak and Monica Rinaldi, numerous wardens, deputy wardens, directors and unit heads. Teams concluded their presentations with what they learned from the week's Kaizen event. Feedback from the teams was positive, with many stating they see a lot of opportunities for lean throughout the agency, and that the Kaizen process was an essential part to actually streamline processes.

Deputy Commissioners Cepelak and Rinaldi thanked the teams for their efforts and committed to supporting the lean process. In the weeks following the event, teams will meet with Commissioner Semple and the executive team at "fireside chats" to go over their projects and project plans. These meetings will be followed-up by monthly "report outs" to provide progress updates.

"We have embraced lean which is empowering staff to identify and implement process improvements with the ultimate goal of reducing recidivism and improving offender outcomes," Commissioner Scott Semple said. "Our staff is our most valuable asset and lean is proving to be an excellent means of leveraging this asset."

To date, DOC has held three Kaizen Events with a total of 12 projects, with the next Kaizen Event scheduled for the week beginning November 30, 2015.

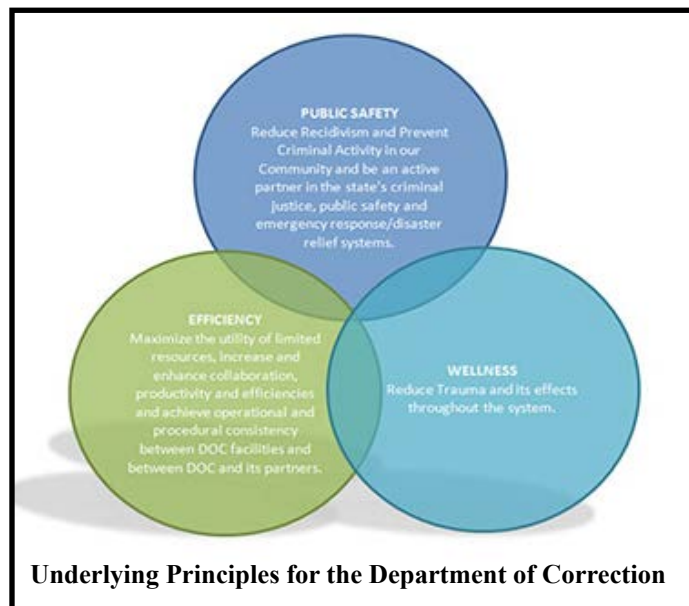


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## Four New Initiatives

In a concerted effort to prepare inmates for a successful return to their communities, a 600-bed portion of the Willard-Cybulski Correctional Institution will be rededicated to specifically serve the reentry population. We will deliver a program rich environment specifically geared towards offenders nearing their release date. We anticipate engaging our staff, contracted non-profit partners, municipalities and our active volunteers in assisting us. This unit will be operational by late April, and as with the reentry unit, this initiative will be achieved within our existing budget.

The third initiative is a realignment of our internal policies related to Risk Reduction Earned Credit (RREC). We believe RREC has contributed to the recent reduction in crime that the state has experienced. We know RREC has increased program participation and helped to reduce the instances of offender on staff and offender on offender assaults. The belief is that we could maximize the RREC's efficacy as an incentive to promote positive and constructive behavior if we align the program with our existing objective classification system. Briefly, this means that an offender at a high security level would not receive the full statutory benefit of RREC as much as offenders who are or have gradually transitioned to lower or minimum security levels. However, through an extended period of compliant behavior reliant upon our established objective classification system, an offender may progress to a lower security level and earn proportionately more RREC.



The fourth and final (but by no means least important) initiative is the reorganization of our parole supervision function. With the anticipated decrease in offender population within our facilities, there will be a corresponding increase in the number of offenders who are supervised in the community. It is essential that we recalibrate our organization to deal with this anticipated shift, and prepare our workforce for the change in focus.

This is just a brief overview of what I believe to be ambitious, yet necessary initiatives for our agency to undertake. For more detailed information about these initiatives and how they relate to Governor Malloy's Second Chance Society Initiatives, a link titled "New Agency Initiatives" is located on the Department of Correction's website homepage at: <http://www.ct.gov/doc/site/default.asp>.

You may have noticed that while I was outlining the new initiatives, I pointed out that they would be achieved without the benefit of any additional funding. The reason for this is simple, the state is facing a projected \$2.3 billion budget shortfall over the next two years, with the deficit for fiscal year 2016, beginning July 1, is estimated to be \$1.1 billion. The Department of Correction has been asked to slice more than \$30 million from its overall budget request for the next fiscal year. To this end, I have authorized the creation of a committee whose sole purpose is to evaluate potential cost saving measures. Once the committee is established, they will be inviting cost saving suggestions from all agency staff. On a positive note, the Governor's Office has stated that there will be no layoffs or furloughs. In addition, there will be no early retirement incentive offered.

Although the fiscal outlook for the immediate future appears challenging, I know that with your support, we can achieve the goals set out in these four initiatives which will result in a leaner, more efficient and cost effective department. I am excited to work with all of you as we move forward – in a positive direction. Thank you





## Good Night, Sleep Tight

*In honor of Sleep Awareness Week, which was observed the first week of March, members of the Department's Employee Wellness Committee have gathered information about insomnia and some tips for getting a better night's sleep.*

Insomnia is a common problem that takes a toll on your energy, mood, health, and ability to function during the day. Chronic insomnia can even contribute to serious health problems. Simple changes to your lifestyle and daily habits can put a stop to sleepless nights.

### **Adopting new habits to help you sleep**

**Make sure your bedroom is quiet, dark, and cool.** Noise, light, and heat can interfere with sleep. Try using a sound machine or earplugs to hide outside noise, an open window or fan to keep the room cool, and blackout curtains or a sleep mask to block out light.

**Stick to a regular sleep schedule.** Support your biological clock by going to bed and getting up at the same time every day, including weekends, even if you're tired. This will help you get back in a regular sleep rhythm.

**Avoid naps.** Napping during the day can make it more difficult to sleep at night. If you feel like you have to take a nap, limit it to 30 minutes before 3 p.m.

**Avoid stimulating activity and stressful situations before bedtime.** This includes vigorous exercise; big discussions or arguments; and TV, computer, or video game use. Instead, focus on quiet, soothing activities, such as reading, knitting, or listening to soft music, while keeping lights low.

**Don't read from a backlit device (such as an iPad).** If you use an eReader, opt for one that is not backlit, i.e. one that requires an additional light source.

**Limit caffeine, alcohol, and nicotine.** Stop drinking caffeinated beverages at least eight hours before bed. Avoid drinking alcohol in the evening; while alcohol can make you feel sleepy, it interferes with the quality of your sleep. Quit smoking or avoid it at night, as nicotine is a stimulant.

### **Preparing your brain for sleep**

Your brain produces the hormone melatonin to help regulate your sleep-wake cycle. As melatonin is controlled by light exposure, not enough natural light during the day can make your brain feel sleepy, while too much artificial light at night can suppress production of melatonin and make it harder to sleep. To help naturally regulate your sleep-wake cycle and prepare your brain for sleep:

**Increase light exposure during the day.** Take breaks outside in sunlight, remove sunglasses when it's safe to do so, and open blinds and curtains during the day.

**Limit artificial light at night.** To boost melatonin production, use low-wattage bulbs, cover windows and electrical displays in your bedroom, avoid bright light and turn off television, smartphone, and computer screens at least one hour before bed. If you can't make your bedroom dark enough, try using a sleep mask.

**Move bedroom clocks out of view.** Anxiously watching the minutes tick by when you can't sleep—knowing that you're going to be exhausted when the alarm goes off—is a surefire recipe for insomnia. You can use an alarm, but make sure you can't see the time when you're in bed.

# Honor Guard pays respects in Texas

In a show of respect and solidarity for another correctional agency, two members of the Connecticut Department of Correction's Honor Guard recently traveled to Texas for the funeral of a Texas Department of Criminal Justice correction officer who died in the line of duty.

Correction Officers Christopher Davis and Eligio Garcia, along with eight inmates died on January 14 when an inmate transport bus skidded off an icy West Texas highway, slid down an embankment and collided with a passing freight train.

The funeral for Correction Officer Christopher Davis was held January 24 in Abilene, Texas and was attended by the department's Honor Guard members Captain Ned McCormick and Counselor Supervisor Sandra Wynkoop. They were among the 11 other honor guard units from across the country that attended the funeral.

In a thank you note sent to Commissioner Semple, the Texas Department of Criminal Justices' Director of the Correctional Institutions Division, William Stephens wrote, "The professionalism displayed, and the respect shown to the families will not be forgotten."

## Enfield CI Gives Back

With monies raised through the inmate photo program at the Enfield Correctional Institution, the facility's Welfare and Activity was able to recently donate \$500 to the Enfield Food Shelf - providing food to families in need, as well as an additional \$500 to America's VetDogs – a non-profit organization that provides training dogs for disabled veterans.



Counselor Supervisor Sandra Wynkoop (L) and Captain Ned McCormick (R) with other agency's Honor Guard members.

## Years of Service

### Employees with 20 Years of Service as of November 2014

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Bonfoey, Louis	Corr Maint Supv	York CI	11/14/1994
Cloutier, Michelle	Secretary 1	York CI	11/25/1994
Colonis-Martin, Carolyn	Secretary 1	York CI	11/25/1994
Cramer, Teresa	Correction Officer	Brooklyn CI	8/19/1994
Fish, Sandra	Admin Assistant	Cen Off	11/25/1994
Frett, Romino	Correction Officer	Osborn CI	8/19/1994
Generous, Gary	Correction Officer	CRCI	8/19/1994
Harris, Joyce	Secretary 1	CRCI	11/25/1994
Hayslip, Jack	Corr Stores Sup	Cen Off	11/25/1994
Jennett, Jacqueline	Corr Counslr Supv	York CI	11/4/1994
Johnson, Melissa	Rcrd Spec 2	MWCI	11/25/1994
Potts, Jennifer	Secretary 1	York CI	11/25/1994
Quiros, Marilda	Secretary 2	Cen Off	11/25/1994
Smith, Barbara	Corr Indry Supv 1	CRCI	11/14/1994
Stewart, Tammy	Secretary 2	York CI	11/25/1994
White, Nancy	Corr Counselor	CRCI	6/24/1994
Workman, Karen	Secretary 2	Cen Off	11/25/1994

### Employees with 25 Years of Service as of November 2014

Cupka, John	Lieutenant	Hartford CC	11/24/1989
Strange, Bruce	Lieutenant	CRCI	11/24/1989
Taylor, Robert	Correction Officer	Hartford CC	11/24/1989