

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 alligned 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.

Testing the Test

During some of the hottest days of the summer Correction Officers volunteered to drag dummies across the floor, run up and down stairs and jump over hurdles in order to develop a better physical agility test for hiring new correction officers. Over the course of an eight day period from August 1-8, the Department successfully rolled out phase 3 of our Validation Study for the Physical Agility Test for Correction Officers. Making this happen was an exercise in collaboration and teamwork between staff from all areas of the agency.

The Validation Study began in 2015.

see [Validation Study/page 2](#)



An Officer participates in the Validation Study at Osborn CI

August 3, 2016
through
September 16, 2016

Distributed monthly
to 6,000 staff
and via the Internet
throughout Connecticut
and the nation
by the
Department of Correction
24 Wolcott Hill Road
Wethersfield, CT 06109

From the Commissioner



With the summer season winding down and the school year back in session, I thought it would be a good time to reflect upon and take stock of some of the issues currently effecting the agency.

Speaking of school, many of you are undoubtedly aware that as part of the U.S. Department of Education's Second Chance Pell Pilot program a select number of inmates will be attending classes at some of the state's community colleges.

The program, which allows for offenders to take college level courses – as an aid to obtaining employment and ultimately reducing recidivism – has come under public scrutiny recently. Some have even gone as far as to categorize the initiative as, “soft on crime.”

Suffice it to say, I take exception to such a characterization, of this or any other educational initiative. Rather than blanket generalizations such as “soft on crime” or “tough on crime,” I prefer to look at the issue from more of a case by case perspective.

see [Smart on Crime /page 3](#)

Dannel P. Malloy
Governor

Scott Semple
Commissioner

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Validation Study

from page 1

Phase 1 was project planning which involved educating the vendor HumRRO – The Human Resources Research Organization, on our current recruitment process, medical screening process, and work environment across different security levels. HumRRO staff members toured a number of facilities and obtained valuable information regarding the work of a Correction Officer through small focus groups at each facility. Phase 2 was launched last summer when over 500 staff were asked to complete a Job Analysis Questionnaire. This questionnaire was analyzed and the essential job functions of a Correction Officer were identified. Using this data, HumRRO then established a linkage between the data collected and the physical abilities required to



Assessing arm endurance.

perform the job. HumRRO presented these findings to the agency back in April of 2016 and the decision was made to move forward with Phase 3. The agency determined that between the two types of physical agility tests available to us, that the job simulation test was a better fit for our agency rather than the overall physical fitness test, which is what we conducted with previous administrations of the Correction Officer exam. Between August 1 and August 8, the agency “pre-tested” ten possible physical tests that HumRRO deemed appropriate for the job of Correction Officer. HumRRO custom designed three tests for the agency. Two of which tested candidate’s ability to respond to a code and one simulated a contraband search. Seven additional standardized tests which assessed arm endurance, leg endurance and general strength were also used.

Coordinating efforts agency wide was necessary to make this happen. In order to reduce overtime, the testing was conducted at four different facilities, which meant breaking down and setting up the testing equipment a number of times as well as getting in and out of the facilities in a safe and secure manner. Everyone involved played a key role in this. Staff from the training academy served as the facilitators for the testing. They

were first put through all of the exercises and then trained to conduct them. The academy staff also played a key role in loading and unloading the equipment, as well as setting up each testing site. Maintenance staff provided critical support when they custom built testing equipment that the agency was unable to secure through other vendors. They were also key in the breakdown, setup and movement of all the equipment including a 500 pound staircase. The support this process received from facility management and staff was also very important, especially when it came to soliciting volunteers to participate in the testing.

More than 170 Correction Officers participated in the agility testing. Each session lasted about 2½ hours and participants performed each of the ten tests twice. From the data collected regarding their performance on the tests, HumRRO will determine which of the ten tests best suits the agency’s needs. Participating staff had nothing but positive feedback about the potential new tests and most really liked how job related they were. To our agency’s credit, Deborah Gebhardt Ph.D., who is the Principal Scientist on the project, said that our agency was wonderful to work with.

“I have been in this business for over 30 years and I have never had the kind of support that this agency has given us. Everyone is so helpful. It’s truly refreshing to work with such a wonderful group of folks”.

Three more phases remain in the process which are: developing the medical guidelines, implementation and documentation. The agency hopes to have our new physical exam in place when the next Correction Officer exam is announced in 2017. Congratulations and kudos to all involved in this process on a job well done.

Smart on Crime from page 1

It has been a long-held belief of mine that it is the department's responsibility to help those who are helping themselves. Those of you working in the facilities, with the offenders, know exactly who these individuals are. The offenders participating in the Pilot Pell program have been carefully vetted and selected in an effort to increase their chances for success. Although there are no guarantees, opportunities such as the Pell Pilot program may just be what these offenders need to turn their lives around.

Conversely, there is a portion of the offender population that, for whatever reason, are not doing the right thing – are not trying to better themselves. Again, correctional staff can just as easily identify these individuals as well. Especially because of offenders such as these, our primary focus will always remain the safety and security of the public, staff and offenders. To take such an approach is not only imperative, but to borrow a phrase, it is simply being “smart on crime.”

Because safety and security is the main objective, we will always be evaluating and refining as necessary the agency's policies and procedures to ensure they are of the highest standards.

To that end, I would like to thank all those who helped to facilitate and participated in the recent phase of the Validation Study for the Physical Agility Test for Correction Officers. Staff members from Human Resources, the training academy, maintenance, and more than 170 correction officers all pitched in to do their various part in helping to create an enhanced physical agility test for prospective employees.

The new physical agility test will incorporate several job specific physical tests, thus ensuring that the agency hires those who are most suited to the daily rigors of working in a correctional environment. Again, my sincere gratitude to all those who assisted.

My appreciation also goes out to the union representatives and their members who are assisting the agency in the development of wellness initiatives. As you are no doubt aware, a key initiative of this administration is the reduction of incidents in trauma. Who better to help come up with ways to minimize trauma than the individuals who are most often effected by it.

To summarize, I feel fortunate to work for an agency which not only excels at protecting the public, but also strives to provide appropriate opportunities to improve the chances for the successful reintegration of offenders. None of this is possible without the dedicated staff of this agency who not only set the high standard for excellence, but also look to improve upon it.

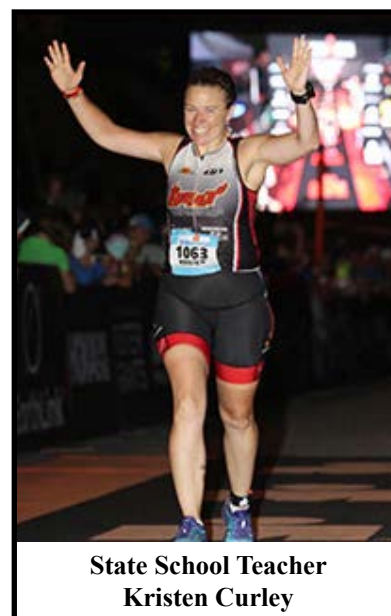
Endurance Test

On July 24, 2016, nearly 2,800 athletes from around the world descended on the alpine village of Lake Placid, New York to test their limits in the 18th Annual Ironman Lake Placid. Among them was the Manson Youth Institution's State School Teacher Kristen Curley.

The athletes began the race at 6:30 A.M. with a 2.4-mile, two-loop swim in Mirror Lake, transitioning in the historic Olympic Speedskating Oval to their bikes. Spectacular mountain views provided a breathtaking backdrop on their 112-mile, two-loop ride. After that, competitors ran 26.2-mile through the town and around the lake.

After training for six months, 10-15 hours per week, Ms. Curley finished the grueling course in a little more than 15 hours. Congratulations to State School Teacher Curley on her incredible accomplishment.

Lake Placid has been home to Ironman Lake Placid every summer since 1998.



**State School Teacher
Kristen Curley**

Honored to Attend

The Connecticut Department of Correction Honor Guard Unit participated in the Correctional Peace Officer Foundation's (CPOF) Annual National Memorial Ceremony named Project XXVII held June 9-12, 2016 in Pittsburgh, Pennsylvania. Every year the CPOF puts together a National Memorial Service and seminar to honor those who have paid the ultimate sacrifice and lost their lives in the line of duty. Moreover, the CPOF honors the families and children of those fallen staff. The Connecticut Department of Correction's Honor Guard was extremely fortunate to join with more than 30 other correctional agencies from across the country to pay tribute to all the sacrifices made within the last year.



Captain Ned McCormick presents the Correctional Peace Officer's Foundation with a check for \$5,500.00 in Pittsburgh, PA on behalf of the Connecticut Department of Correction and the Honor Guard Unit.

reach a goal of \$5000, which was presented in the form of a check to the CPOF in order to become lifetime sponsor of the foundation. In addition, the Honor Guard presented another \$500.00 from fundraising to the Kid Room, where all the monies go to providing toys, adventures, games, and field trips to the children who attend the Project each year. The members of the Honor Guard would like to thank all those who purchased challenge coins which made the contribution possible. The CPOF prides itself on "Taking Care of Our Own", which after attending Project XXVII, the agency's Honor Guard members saw firsthand that the foundation stays true to its word, vision, and mission.

Every aspect of the Project was centered on those being honored, their families, and their children. It truly was a humbling and inspiring experience. Being a part of the National Memorial, seminars, luncheons, Sunday breakfast where all the kids sang, which brought tears and smiles to all, was an honor beyond words. The department's Honor Guard took great pride in representing the state of Connecticut at Project XXVII.

The Honor Guard sold challenge coins during the course of last year to

Around the Cell Block



MISSISSIPPI - The Mississippi Department of Corrections has decided to postpone enforcement of a new policy that would limit inmates' visitation to only immediate family.

WISCONSIN - The Department of Corrections on Friday notified state public records officials that the agency will destroy certain training records the day they are created, after scrapping a similar plan weeks ago. The state's DOC intends to apply a public records retention rule that allows public officials to destroy records the day they are created to videos classified as "motivational interviewing"

WYOMING - Linda Thompson, a transgender woman robbed a Cheyenne bank, then walked outside, sat down in the parking lot and waited for police to arrest her. According to Thompson prison has become home - a place where she doesn't have to explain who or what she is.

**Total
Supervised
Population
on
September 15, 2016
19,498
On September 15, 2015
the population was
20,029**



Did You Know?

“Did You Know” is an informational column aimed at increasing your knowledge of issues in our everyday lives. This article was compiled by Public Information Officer Andrius Banevicius. Any questions related to this article may be answered by contacting him at 860-692-7780. If you have any questions, or have an idea for a future column, please leave a message at 860-692-7780.

Eagle Feathers

You probably know that bald eagles were once considered an endangered species and are protected by Federal Law. However, what you may not be aware of is that every part of the eagle is protected – including their feathers. Even if you find an eagle feather on the ground, it is illegal to possess it.

Eagles are directly protected under two Federal laws: the Bald and Golden Eagle Protection Act and the Migratory Bird Treaty Act. These laws generally prohibit the possession, use, and sale of eagle feathers and parts. Such restrictions help ensure the future viability of eagles in the wild.

Native Americans hold eagles and their feathers as sacred and for centuries have used them in traditional ceremonies. Because of this, members of federally recognized tribes are allowed to possess the feathers.

However, just like other members of the general population, Native Americans are not allowed to obtain eagle feathers in the wild – not even if they find one lying on the ground.

Obtaining eagle feathers can be problematic for Native Americans, with fines of up to \$250,000 or imprisonment for up to two years for taking, harming or possessing an eagle or its feathers.

The U.S. Fish and Wildlife Service operates the National Eagle Repository as a clearinghouse for eagles and eagle parts to provide Native Americans with eagle feathers for religious use. The Repository collects dead eagles salvaged by Federal and State agencies, and other organizations. Members of federally recognized tribes may obtain a permit from the Service authorizing them to receive and possess eagle feathers and parts from the Repository. Permit applications must include certification of tribal enrollment from the Bureau of Indian Affairs.



Examples of bald eagle feathers

Unfortunately, because demand is high, waiting periods exist. Sadly, because of the demand for eagle feathers a black market for these items exists, where an unscrupulous seller could get up to \$1,500 for a tail fan.

Native Americans may also legally possess eagle feathers and parts acquired through certain other means. Such items include any owned before eagles were first protected by Federal law (1940 for bald eagles, and 1962 for golden eagles) and feathers passed down within a family or received as gifts from other Native Americans.

Native Americans may wear feathers legally in their possession or make them into religious or cultural items for their own or tribal use. They may transfer feathers to tribal craftsmen to be fashioned into such objects; no money may be received for the feathers, but craftsmen may be compensated for their work.

Native Americans may give feathers or other eagle items as gifts to other Native Americans and may hand them down within their families. They may not, however, give them to non-Native Americans.

Fortunately, the efforts to protect the eagles is working, on August 9, 2007 the bald eagle was removed from the federal list of threatened and endangered species, after nearly disappearing from most of the United States decades ago. It is estimated that as many as 100 bald eagles winter in Connecticut, from December to early March, along major rivers and at large reservoirs. There is even a pair of nesting bald eagles on the grounds of the York Correctional Institution.

Manson Scholarship Fund

Applications for The John R. Manson Scholarship Fund are now being accepted.

The John R. Manson Scholarship was established by friends and colleagues in memory of John R. Manson, former Commissioner of the Connecticut Department of Correction. The intent of this program is to provide financial assistance to an undergraduate student who is a dependent of an employee of the Connecticut Department of Correction and who is entering or currently enrolled at the University of Connecticut. Recipient selection will be done by the John R. Manson Scholarship Fund Committee and will be based on the following criteria: scholastic achievement, contributions to the community, efforts made to offset tuition through employment, and clearly established career goals.

Amounts awarded for this scholarship have varied based upon the number of scholarships granted and the money available within the fund. During recent years, the committee has been able to award \$500-\$1,000 per recipient.

Individuals who are enrolled as undergraduate students at UCONN and are dependents of a Connecticut Department of Correction employee are invited to submit a completed application **no later than October 26, 2016 to: The Connecticut Dept. of Correction, Education Department at 24 Wolcott Hill Road, Wethersfield, CT 06109**

Attn: Virginia Miller.

The two-page application can be found on pages 9 and 10 of this newsletter.



John R. Manson

Senior Master Marc Sattler



Correction Officer & martial arts master, Marc Sattler.

New Haven Community Correctional Center Correction Officer Marc Sattler is a veteran officer with a wide array of correctional knowledge and experience. He is known to be particularly adept in the various functions of fast-paced county jail admitting and processing areas.

What many do not know about officer Sattler is that he is a very advanced martial artist and accomplished author, artist and musician.

Officer Sattler began his Tang Soo Do Korean martial arts training in 1972. Throughout the years, he attained various ranks and in 2007, attained the rank of Oh Dan (5th). He serves on the Atlantic Pacific Tang Soo Do Federation Board of Directors as Ethics and Rules Committee Chair. He continues to teach Tang Soo Do as he has for the past thirty years.

Master Sattler has written a martial arts book named *Mok-Gum, il soo sik, wooden sword one-steps*. Another

of Marc's passions is art. Although he never received any formal training, he is an accomplished painter and drawing artist. He completed all of the impressive artwork for his book.

Marc's creativity extends into music as well; he is a masterful guitarist. He believes his artistic abilities are a gift and they have become integral parts of his life.



Painted by Officer Sattler

Code Orange – Rafael Otero

A Code Orange Fundraiser Pay-to-Park to support Officer Rafael Otero whom is battling cancer was organized by the staff of Osborn CI. All nearby facilities responded to the code and assisted with a pay to park at their facilities with proceeds going to Officer Otero and his family. In a show of great generosity from those who stopped by to donate, including staff members from CRCI, WCCI, ECI, NCI and OCI. The combined Pay-to-Park raised more than \$5,300.00 dollars.

“It never ceases to amaze me, that regardless of rank or facility, when a staff member is in need we come together as one big family and do what we can to ease the burn of the difficult times,” said Osborn CI Warden Edward Maldonado. “I know this all too well as I have been on the receiving end. When my daughter passed, I could not have gotten through that very difficult time without the emotional and physical support I received. As I was then and am now very grateful to each staff member who donated so generously to help, yet again, a fellow staff member and his family during his time of need.”

Staff from the Osborn Correctional Institution are also hosting a softball tournament on October 1, 2016. Additionally, the CSP Employees Federal Credit Union staff have offered to host a bake sale and T-shirt sale is planned as well, all to support Officer Otero.

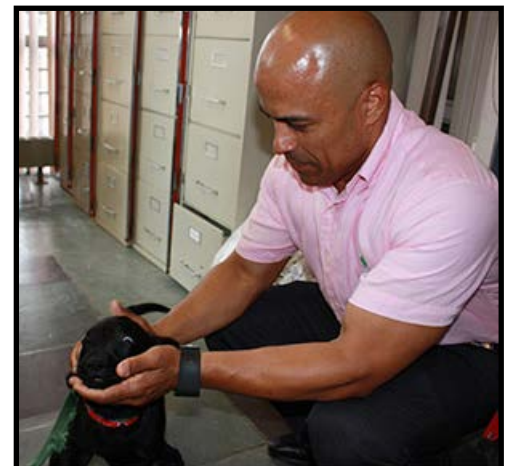
New Recruits

The agency’s VetDog program at the Enfield Correctional Institution has some new recruits – three puppies to be exact. The America’s VetDog’s Prison Puppy Program is one of 16 programs in the United States. It has become a model for other programs throughout the country and is referenced by other state’s corrections departments starting their own Prison Puppy Program.

Each of the 10 service dogs learn 48 basic commands over a 12 month period. Each puppy arriving at the facility is assigned to two inmates that train, raise, and take responsibility for the dog’s well-being. The open air compound presents an ideal setting for puppies to grow and develop into service dogs. Graduating dogs eventually service veterans who have received traumatic injuries during wartime that include post-traumatic stress disorder (PTSD), traumatic brain injury (TBI), and other physical traumas such as missing limbs. These service animals can do everything from waking up the veteran during dreams that lead to seizures, taking off the covers in the morning, opening the refrigerator and retrieving objects, opening and closing drawers, pushing wheel chairs, and providing comfort and support when it’s needed most.

During her first stint as warden of the Enfield facility, Ann Cournoyer recognized the value of this program and obtained enthusiastic support from Local 391. Since its inception, Deputy Warden Nick Rodriguez has been a fixture in the operations of the VetDog program, even sacrificing his own time and resources in securing essential materials and props for the accelerated development of the dogs.

A VetDog graduate which cannot be paired with a veteran for reasons such as temperament, or showing strong potential in other fields such as drug detection, are typically paired with organizations such as the Federal Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATFE). Dogs from the Enfield Prison Puppy Program have graduated to help countless Veterans, are sniffing for bombs at airports, drugs, and have even qualified as arson detection dogs. If you have questions about the program, contact the program liaison, Counselor Joseph Timbro.



Deputy Warden Nick Rodriguez plays with one of the new VetDog puppies.

Years Of Service

Employees with 20 Years of DOC Service as of March 2016

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Mazurek, David	Genl Maint Ofcr	Cen Off	3/29/1996
Begin, Ronald	Genl Maint Ofcr	CRCC	3/29/1996
Outar, Kevin	Correction Ofcr	MWCI	3/29/1996
Campbell, Joseph	Food Svcs Supv 3	York CI	3/15/1996

Employees with 25 Years of DOC Service as of March 2016

Weber, Beth	Fiscal Admin Ofcr	Cen Off	3/8/1991
Faneuff, William	Warden 2	HCC	3/22/1991
Milewski, David	Correction Ofcr	HCC	3/22/1991
Palardy, Cathy	Office Asst	Osborn CI	3/1/1991

Employees with 35 Years of DOC Service as of March 2016

Roy, John	Correction Ofcr	Osborn CI	11/28/1980
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Three New Graduates

Congratulations to Correctional Counselor Supervisor Calma Frett, Correctional Counselor Trina Kendall and Correctional Counselor Trainee Tracy Miller on their recent academic accomplishments.



Counselor Supervisor Calma Frett (L) and Counselor Trainee Tracy Miller.

Counselor Supervisor Frett and Counselor Trainee Miller were both awarded their Master of Criminal Justice from Boston University this past May. Additionally, Counselor Supervisor Trina Kendall received her Bachelor of Science–Human Services from Springfield College. Counselor Supervisor Kendall also received her degree in May of this year.

Years of Service

Employees with 30 Years of DOC Service as of April 2016

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Rose, Gary	Parole Off 2	Cen Off	4/11/1986

Years of Service

Employees with 30 Years of DOC Service as of July 2016

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Davis, Brian	Correction Ofcr	Cen Off	7/19/1996
Barry, Daniel	Parole Mgr	Cen Off1	7/15/1996

Employees with 30 Years of DOC Service as of July 2016

Kulmacz, Douglas	Volunteer Prog Sup	Cen Off	7/18/1986
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**JOHN R. MANSON SCHOLARSHIP FUND
SCHOLARSHIP APPLICATION**

DEADLINE: October 26, 2016

The John R. Manson Scholarship was established by friends and colleagues in memory of John R. Manson, former Commissioner of the Connecticut Department of Correction. The intent of this program is to provide financial assistance to an undergraduate student who is a dependent of an employee of the Connecticut Department of Correction and who is entering or currently enrolled at the University of Connecticut. Recipient selection will be done by the John R. Manson Scholarship Fund Committee and will be based on the following:

- Scholastic achievement (Please provide academic transcripts)
- Contributions to the community
- Efforts made to offset tuition through employment
- Clearly established career goals

A. APPLICANT INFORMATION

Last: _____ First: _____ MI: _____

City, State, Zip: _____

Phone #: _____ Email Address: _____

of semesters completed at UCONN: _____ Expected date of graduation: _____

2016-2017 school year (circle year): Freshman Sophomore Junior Senior

Major/Course of Study (if declared): _____

B. DEPENDENCY INFORMATION

DOC Employee Name: _____ Relationship: _____

Facility: _____ Position: _____

C. ACTIVITIES/EMPLOYMENT

Please attach a typed response for each area below:

a. CAMPUS ACTIVITY/EXTRACURRICULAR ACTIVITIES

(If enrolled as a freshman, describe high school activities)

b. COMMUNITY ACTIVITIES

Please list any activities you engage in on behalf of your community; e.g. religious, charitable, and civic groups, other volunteer activities.

c. EMPLOYMENT

Please list any recent employment history that has assisted you in supporting the cost of your education.

D. ESSAY

On a separate sheet, in approximately 500 words, please describe your career goals and the impact that your studies at the University of Connecticut will play in achieving those goals.

E. TRANSCRIPTS

Please attach a copy of your transcripts.

F. AUTHORIZATION

I hereby grant permission to the University of Connecticut to release information pertaining to my academic standing to any individual organization that maintains an authorized scholarship at the University for which I may be eligible.

Signature: _____ **Date:** _____

Please return completed application AND transcripts by **October 26, 2016** to:

CT Department of Correction
Education Department
24 Wolcott Hill Road
Wethersfield, CT 06109
Attn: Virginia Miller