

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 restitution, rehabilitation and successful community intergration

From the Commissioner



With the start of a new year, many people make resolutions and set goals for what they would like to accomplish in the coming months. As Commissioner, I too have set goals, not only for myself, but for our agency as well.

Abraham Lincoln once said, “The best way to predict your future is to create it.” With that sentiment in mind, let me take this opportunity to discuss how I hope to “create” an even better future for the Department of Correction.

I have started the year by making some significant changes to the agency’s structure, with perhaps the most noticeable change being the rearranging of our current organizational structure and existing resources to create a third district with an accompanying district administrator.

Click on the following link to view the Connecticut Department of Correction’s Organizational Chart:

http://www.ct.gov/doc/lib/doc/pdf/WebOrg20140124_1.pdf

Before I explain the rationale for creating a third district, let me back up a bit and point out that Scott Semple’s new title is *Deputy Commissioner of Operations and Rehabilitative Services*. The addition of “Rehabilitative Services” to the Deputy Commissioner of Operation’s title mirrors a national trend in corrections that places an increased emphasis on the importance of effective programming and its positive effect on recidivism.

Back to the creation of a third district. District One is being headed up by District Administrator Angel Quiros who oversees eight facilities including: Cheshire CI, Corrigan-Radgowski CC, Enfield CI, Garner CI, MacDougall-Walker CI, Manson Youth Institution, Northern CI, and Osborn CI.

District Two is headed up by District Administrator Michael Lajoie. In addition to the Bridgeport, Hartford, and New Haven Correctional Centers, District Administrator Lajoie will also oversee the External Security Unit which includes the Telephone Monitoring Intelligence Unit, and the Special Intelligence Unit. District Administrator Lajoie will additionally be responsible for the various collaborative task forces that the department is involved in.

With the vast majority of information regarding criminal investigations coming out of these intake facilities, it makes sense to have the External Security Unit linked with the task forces and the “jails”.

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Getting LEAN in 2014

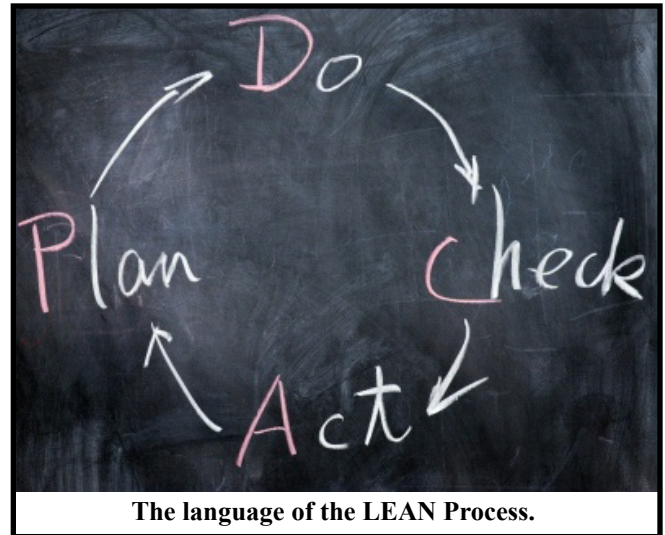
Have you heard the new buzz word? Have you heard the term “LEAN” being used by staff? So, what does this mean - what is “LEAN”?

Simply stated LEAN is a means for creating more value in the work that we do.

- Do you ever wish you had more time to do work you really want to do?
- Do you sometimes wonder why so many people have to approve the same piece of paper or why a file crosses your desk multiple times before it is finalized?
- Do you dream of a day when things just happen faster?

LEAN will answer those questions. It is a growth strategy and it seeks to eliminate non-valued added activities or waste. At its core, “LEAN” is about identifying the value added and the non value added actions in what we do and redesigning our processes and procedures to eliminate the non value actions.

The primary function of LEAN is to eliminate wastes and maximize value, rather than cutting costs or laying people off. When done correctly, LEAN empowers staff and provides opportunities for professional and personal growth. LEAN can improve the effectiveness of agency processes in a relatively rapid time frame. In addition, it increases transparency and actively engages employees in finding ways to work better and smarter.



Under the direction of Governor Dannel P. Malloy, agencies across the state are implementing LEAN processes. The Department of Correction has been preparing for this implementation, and in February will hold its first “Kaizen” events (week-long exercises in which teams identify needed improvements and develop a one-year plan to implement the improvements). The Department will focus on four areas for this event; recruitment, policy and standards, procurement and the community release process.

“I’m very excited about bringing LEAN here to our agency, for me it means providing some relief to our staff who are feeling stretched and who can’t get to the things they’re really meant to work on due to cumbersome processes that we’ve put in place over the years,” said Deputy Commissioner Cheryl Cepelak. “To start, our Kaizen events will offer a level of collaboration and communication the likes that this agency has not seen, and the resulting outcome will be the ability for these areas to provide better service and attention to more rewarding work because they will have streamlined their functions.”

The history of the term “LEAN” was coined by MIT researcher John Krafcik in his 1988 article about the Toyota Production System entitled “*Triumph of the LEAN Production System*”. In it, Krafcik described how Toyota’s attention to eliminating waste throughout their production system made their production system “LEAN.” Though originally applied to manufacturing systems, LEAN concepts are applicable to every business model, organizational structure, and every process.

As the Department begins the cultural shift of “LEAN” thinking, you will start to hear words like “plan, do, check, act”, systematic “value stream” process mapping, key performance indicators, standard work and “Kaizen Events”. We will explore each of these concepts in greater detail in future editions of PRIDE @ Work.

If you have any ideas or suggestions to “LEAN” a process, please submit to Director Michelle Schott at michelle.schott@ct.gov or Director Christine Whidden at christine.whidden@ct.gov.

Freezin for a Reason

Calling all penguins - Deputy Commissioner Cheryl Cepelak is officially challenging staff from each facility to brave the frigid waters of Connecticut's beaches and lakes in order to raise money for Special Olympics of Connecticut. The challenge is to see which facility, for the honor of bragging rights, can raise the most money and/or has the most participants in an upcoming Penguin Plunge. Some facilities have already participated in a Plunge, but there are still several more planned for the next two months (see the Penguin Plunge flyer on page 10 for other plunge dates and locations).

Deputy Commissioner Cepelak is backing up her challenge by participating in her third consecutive Penguin Plunge on February 8 at Hammonasset Beach State Park in Madison.



Staff of the Garner Correctional Institution emerge from a hole cut into the ice of Crystal Lake in Middletown as part of last year's Penguin Plunge.

"I don't think it would be fair of me to ask someone to participate in something I am not willing to do myself," Cepelak said. "I won't kid you and say that it is easy - I'm getting cold just thinking about it, but it's for a great cause."

The Plunge gives participants the chance to jump into the chilly water in bathing suits, team jerseys or creative costumes for a good cause. Individual and team participants will be thanked with awards for their fundraising efforts, while enjoying the camaraderie and excitement with their friends, family and co-workers. Each "penguin" must raise a minimum of \$100 in order to participate in a Plunge.

Funds raised give Special Olympics of Connecticut the means to provide sports training and competitions for thousands of athletes all year long. The Plunge has become one of the largest fundraisers for Special Olympics of Connecticut, which is part of an international movement to change lives by encouraging and empowering people with intellectual disabilities, promoting acceptance for all, and fostering communities of understanding and respect worldwide.

If you have never been to a Special Olympics event to watch or volunteer, it is highly recommended. Everyone comes away having a great time: the athletes, their coaches, as well as all the volunteers.

So come join the challenge and take the plunge. As the saying goes, you'll be "freezin for a reason".



York Correctional Institution staff members prepare to take the plunge prior to the 2013 Penguin Plunge in New London's Ocean Beach Park.

Manson Scholarship Breakfast

With Mrs. Carolyn Manson on hand, Commissioner James E. Dzurenda was pleased to award two University of Connecticut undergraduates with the 2014 John R. Manson Scholarship at the annual scholarship breakfast held January 17 at Central Office.

The scholarship winners were Emilie Brace, daughter of Food Services Supervisor Kurt Brace of the Enfield Correctional Institution, and John Kelleher, son of IT Analyst Xiao-Ling Kelleher from Central Office.

Emilie Brace is currently enrolled as a freshman as a Political Science/International Relations major, with a pre-law track at UCONN. While

only 15 years old, she traveled to Albania and the following year to South Africa, where her dreams of helping people on a global level were born. Emilie's hope is to one day have a career with the State Department, with a focus on international law.

John Kelleher is currently in his senior year at UCONN, majoring



Commissioner James Dzurenda and Carolyn Manson with scholarship winners John Kelleher and Emilie Brace.

in Allied Health Sciences. He is the current President of the Salon of UCONN-Philosophy Club. John is also the Site Manager for UCONN Community Outreach Food Recovery. This organization facilitates community service in areas surrounding Storrs. The program aims to provide food to the needy while reducing food waste at UCONN dining halls. Additionally, during the course of the past two years, John has volunteered more than 300 hours of work at both Hartford and St. Francis Hospital.

The John R. Manson Scholarship Fund was established by friends and colleagues of John Manson, the Commissioner of the Department of Correction from 1971-1982, in memory of his many contributions to the field of corrections. The scholarship provides an undergraduate student enrolled at the University of Connecticut, who is a dependent of a Department of Correction employee, with financial assistance.

Recipient selection is based not only on scholastic achievement, but also on community service, clear establishment of goals, and any efforts made by the student to offset tuition through part-time employment.

Around the Cell Block



MISSISSIPPI - Beginning February 1 the Mississippi Department of Correction will stop allowing conjugal visits, ending a practice it is widely credited with introducing to the modern United States nearly a century ago.

ALABAMA - Alabama state prisoners are not allowed to have cellphones, but that policy hasn't stopped some inmates from showing up on YouTube in recorded interviews talking about prison conditions and other issues.

VIRGINIA - The Virginia Department of Corrections has adopted new inmate visiting rules aimed at improving security, consistency and visitor flows. Applications will now be processed at department headquarters in Richmond rather than at each individual facility, and can be made online or in writing.

**Total
Supervised
Population
on
February 7, 2014**

20,823

**On February 7, 2013
the population was
21,014**

Structural Changes from page 1

District Three is headed up by District Administrator Monica Rinaldi and is representative of our department's increased emphasis on the importance of effective programming within the correctional environment. District Administrator Rinaldi oversees the Brooklyn, Robinson, Willard-Cybulski, and York Correctional Institutions, along with Programs and Treatment.

I am confident that this new alignment of three districts, along with my complete trust in the abilities of the three District Administrators, will help our agency operate smoothly and efficiently.

Another change I am working on which will effect our entire agency is the Department's Mission Statement. To that end, I recently invited representatives from various state agencies to solicit input regarding our mission statement. Guests included individuals from the Board of Pardons and Paroles, Court Support Services Division, Department of Emergency Services and Public Protection, Department of Mental Health and Addiction Services, Department of Social Services, the State's Victim Advocate, along with senior staff members from our agency. I explained to them that if we are to succeed in our efforts to reintegrate offenders into society, we must all work together. In short, I told them that I needed their help to be successful, and that we all needed to be on the same page.

I then asked them to tell me what their agencies needed from the Department of Correction – how would they change our mission statement. The very next day I asked for the same input from our agency's top managers. I have yet to finish reviewing all the suggestions I received, but the ones I have seen were quite thoughtful and thought provoking.

I am not yet sure exactly what our new mission statement will be. One thing is certain; I will make every effort to increase the level of collaboration among the Department of Correction, community providers, and other state agencies in order to successfully carry out our mission. I want everyone to be a part of our success.

Commissioner's Cup Presentation

More than 100 players came out to support this past year's Commissioner's Cup Charity Golf Tournament held at the Lyman Orchard Golf Course in Middlefield, Connecticut. As a result, donations in the amount of \$1,300 were presented to the Department's Military Peer Support Group and Jane Doe No More. The Military Peer Support Group offers services intended to support the needs of department's armed forces members and their families; pre, active, and post deployment. Jane Doe No More is a not for profit organization dedicated to improving the way society responds to victims of sexual assault.

Parole Manager Thomas O'Connor and the tournament's organizers wish to thank all those who participated, especially the volunteers who gave their time and effort to make the event a success.



L to R: Deputy Commissioner Scott Semple; Donna Palomba, founder of Jane Doe No More; Commissioner James Dzurenda; Deputy Commissioner Cheryl Cepelak; and Parole Manager Thomas O'Connor.



Singing the Good News

Ray Munroe, Correctional Enterprises Manager at Osborn and York Correctional Institutions, is the first person interviewed for the recently formed Employee Wellness Committee, whose motto is “Employee Wellness – Body, Mind and Spirit.”

You may have heard Ray Munroe singing acapella at various Department of Correction graduations and special events.

“When I sing the National Anthem every word means something to me. It’s freeing to me and is like therapy,” Enterprises Manager Munroe said. Munroe grew up singing in the church and in bands, during the late 1980’s and early 1990’s he belonged to a band that opened for New Kids on the Block. Today, his joyful singing is mostly heard in church and at department functions.

“When I sing it feels great, it takes me to another level. I forget about everything else. I can’t be upset when I sing. It helps me get whatever I might be upset about off my chest. It’s an exercise that releases endorphins and controls my breathing,” Munroe said. “I have a long commute and I sing in the car on the way home from work. I’ve heard about the high rates of divorce and other problems in the field of corrections and I vowed I would not let this job affect my family. The singing helps me feel better. I don’t want to take the work home with me to my family.”

A Department of Correction employee for seven years, Mr. Munroe oversees Correctional Enterprises at both the Osborn and York facilities. The Osborn CI Industries work area is located in a massive room with dozens of inmates working – overseen by correctional staff. On a tour of the area, Munroe pointed out where inmate t-shirts, boxer shorts, mattresses, pillows, jumpsuits, special projects and other inmate clothing were being made. The

unit also contains an extensive laundry area as well as a highly secured area for stitching correctional uniform patches and name badges. It was clear during the course of the tour of the extensive and busy industries shop at Osborn CI, that Munroe is in great physical shape and also maintains a very positive attitude.

Munroe played football as a linebacker for The University of New Haven, from which he received a Bachelor’s degree in Political Science. After graduating, he even went on to play semi-professional football. In 1991, Munroe won the Mr. Natural Connecticut Competition and could bench press 315 pounds and squat an impressive 650 pounds. The Mr. Natural competitions are for bodybuilders who abstain from body-enhancing drugs such as steroids and growth hormones. Today, in addition to singing out his joy and his stress, he exercises 5-6 times per week and takes “Sunday totally off for rest.” He can still squat 405 pounds and continues to work out regularly for his wellbeing.

Industries Manager Munroe is a great example of “Employee Wellness-Body, Mind, Spirit.” He is dedicated to keeping his body physically fit with exercise and his spirit physically fit with song.



Correctional Enterprises Manager
Ray Munroe.

A “Basic” CERT Graduation

The Department of Correction’s Correctional Emergency Response Team (CERT) recently held their Tactical Basic Training Graduation Ceremony at the Maloney Center for Training and Staff Development.

A total of 20 individuals successfully completed the 10-day training program; among them were four women, the most ever in one group to complete CERT Basic Training. Additionally, five members of the graduating class were veterans.



**Recent CERT Basic graduates and their instructors.
The group of 20 graduates included four women and five veterans.**

“This is very special for me, as I was a member of CERT from 1989 to 1991,” Commissioner Dzurenda said addressing the group of family and friends gathered. “I can personally appreciate the level of commitment necessary to become a member of this elite group.”

Following his remarks Commissioner Dzurenda introduced the guest speaker - William Shea, the Deputy Commissioner of the Department of Emergency Services and Public Protection. Deputy Commissioner Shea congratulated the graduates, and thanked them for their efforts assisting the Federal Emergency Management Administration (FEMA) after the devastating storms which ravaged our state in recent years.

After the graduates received their certificates of completion, it was time for Captain Joseph Carlone, the Department’s Statewide Executive Officer for Tactical Operations, to announce the recipient of the Michael Bongiovanni award. The award is presented to the distinguished graduate of the class, and memorializes the contributions of Michael Bongiovanni’s to the tactical operations unit. Having retired from the department in 2004, Bongiovanni passed away in 2010 at the age of 52. The award was presented to Correction Officer Jose Matias of the Hartford Correctional Center.

After 10 days of being put to the test both mentally and physically, and with the graduation ceremony drawing to a close, the newest members of CERT could finally breathe a sigh of relief and have an “Easy Day”.

Years of Service

Employees with 20 Years of Service as of November 2013

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Holmes, Mark	Lieutenant	CRCI	11/26/1993
Couture, Brian	Corr. Officer	CRCI	11/26/1993
Stubbs, Melissa	School Prncpl. 2	CRCI	11/26/1993
Roshkowski, Kenneth	School Teacher	CRCI	11/26/1993
Skarzynski, David	Parole Officer 2	Ken. Off.	10/29/1993
Lane, Howard	Corr. Officer	Ken. Off.	10/29/1993
Russo, Monique	Parole Officer 2	Ken. Off.	11/12/1993
Walker, Denise	Dep. Warden	Cheshire CI	11/26/1993
Dandonoli, Kevin	Corr. Officer	Cheshire CI	11/26/1993
Giannette, David	Corr. Officer	Cheshire CI	11/26/1993
Veneziano, Barbara	Secretary 1	Cheshire CI	11/5/1993
Dean, Lisa	Counselor Sup.	CRCC	11/1/1993
Moran, Enrique	Corr. Officer	Enfield CI	11/26/1993
Hunt, Bryan	Corr. Officer	Enfield CI	11/26/1993
Kula, Peter	Corr. Officer	Enfield CI	11/26/1993
Lassonde, Cynthia	Corr. Officer	Enfield CI	11/26/1993
McLain, John	Corr. Officer	Enfield CI	11/26/1993
Negron, Edwin	Corr. Officer	Enfield CI	11/26/1993
Garraffo, Thomas	Corr. Officer	Garner CI	11/26/1993
Styra, Mark	HVAC Tech.	Garner CI	9/24/1993
Menasian, Robert	Corr. Officer	Hartford CC	9/17/1993
Brown, Ann-Marie	Corr. Officer	Hartford CC	11/26/1993
Williams, Tyrone	Corr. Officer	Hartford CC	11/26/1993
Ouellet, John	Counselor Sup.	MWCI	11/26/1993
Salius, Scott	Corr. Captain	MWCI	11/26/1993
Wilson, Colin	Counselor	MWCI	11/26/1993
Johnson, Ervin	Corr. Officer	MWCI	11/26/1993
Morelli, David	Corr. Officer	MYI	11/26/1993
Quinones, Noel	Corr. Officer	MYI	11/26/1993
Arena, Daniel	Voc. Instr.	MYI	11/26/1993
Theisen, Jessica	Corr. Counselor	NHCC	11/26/1993
Davis, Walter	Corr. Officer	NHCC	11/26/1993
Marinelli, Dennis	Corr. Captain	Northern CI	11/26/1993
Clapp, Stephen	Counselor Sup.	Osborn CI	11/26/1993
Reeves, Michael	Corr. Officer	Osborn CI	11/26/1993
Manocchio, Laura	Counselor Sup.	WCCI	11/26/1993
Gemetto, Jerry	Corr. Counselor	WCCI	11/26/1993
Brown, Kenneth	Corr. Lieutenant	WCCI	11/26/1993
Franco, Victor	Corr. Lieutenant	WCCI	11/26/1993

New Director at MCTSD



Director Lauren Powers

Congratulations to Lauren Powers who Commissioner James E. Dzurenda recently appointed as the new Director of the Maloney Center for Training and Staff Development. Prior to her appointment, Director Powers had served as a Deputy Warden at the Cheshire Correctional Institution. Director Powers began her career with the Department of Correction in 1991.

Please join Commissioner Dzurenda, along with the entire Executive Team, in wishing Director Powers much success in her new role.



Years of Service cont.

Employees with 20 Years of Service as of November 2013

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Armstrong, Evaline	Corr. Officer	WCCI	11/26/1993
Austin, John	Corr. Officer	WCCI	11/26/1993
Barrett, Sean	Corr. Officer	WCCI	11/26/1993
Carrasquillo, Pedro	Corr. Officer	WCCI	11/26/1993
Carrion, Andre	Corr. Officer	WCCI	11/26/1993
Carter, Ricky	Corr. Officer	WCCI	11/26/1993
Corbett, Frank	Corr. Officer	WCCI	11/26/1993

Employees with 25 Years of Service as of November 2013

Haggan, Joseph	Corr. Warden 3	Cen. Off.	11/4/1988
Edwards, Sheldon	Corr. Officer	Cheshire CI	11/4/1988
Lynch, Michael	Corr. Officer	Hartford CC	11/4/1988
Jalbert, Dennis	Corr. Lieutenant	MYI	11/4/1988

Years of Service

Employees with 20 Years of Service as of December 2013

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Barry, Michael	Voc. Instr.	MYI	12/17/1993
Carra, Paul	Food Serv. Sup. 2	MWCI	11/26/1993
Coyle, Larry	Corr. Officer	MWCI	10/29/1993
Leboeuf, Joanne	Record Spec. 2	MWCI	12/10/1993
McKissick, William	Chaplain	MWCI	12/10/1993
Moses, Robin	Corr. Officer	MYI	11/26/1993
Sholes, Debra	Corr. Officer	CRCC	11/26/1993
Simonelli, James	Corr. Officer	Garner CI	11/26/1993
Tanski, Beata	Corr. Officer	Cheshire CI	12/27/1993
Trowers, Gary	Corr. Officer	MWCI	11/26/1993

Employees with 25 Years of Service as of December 2013

Lee, Pei-Ti	IT Supervisor	Cent. Off.	7/15/1988
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Employees with 30 Years of Service as of December 2013

Majewski, Wendy	Secretary 2	York CI	12/19/1983
Simmons, Randall	Corr. Officer	CRCI	12/9/1983

Assistive Tech. Training

Teachers, school psychologists and education staff from the North District recently received an overview of services and technology available to individuals with disabilities to enhance their independence at home, work and school.



Arlene Lugo

The technology training was held on January 9th at the Willard-Cybulski Correctional Institution and featured Arlene Lugo, Program Director of Rehabilitation Services and Connecticut Tech Act Project. Ms. Lugo provided current information on materials from hand grip pens and modified keyboards and controllers to state of the art computers, software and programs. Information related to the new Common Core Standards, Special Education, 504 regulations, and teaching methods in correction education were also discussed.

Department of Correction Challenge

Calling all correctional facilities in Connecticut,
we are challenging you!

Participate in any Penguin Plunge in CT
from January to March.
We want to see which facility will raise the
most money & have the most participants!

Jan. 26 – Farmington

Feb. 8 – Madison

Feb. 8 – Winsted

Feb. 16 – New London

Feb. 22 – Middletown

Mar. 8 – Westport

Mar. 22 – Danbury

Mar. 22 - Ellington



You must raise a minimum of \$100 to plunge

Your agency will receive credit towards Law
Enforcement Torch Run fundraising

**PENGUIN
PLUNGE**



For more information please visit www.soct.org/plunges
Or contact Sarah B. at sarahb@soct.org (203)230-1201 x270