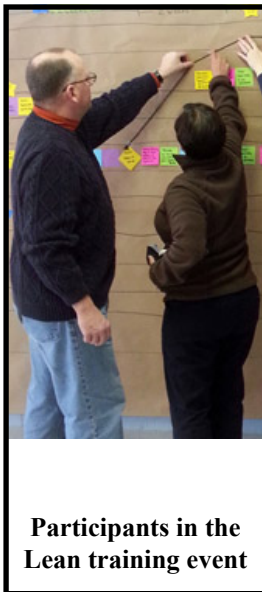


**Our Mission**  
*The Department of Correction shall protect the public, protect staff, and provide safe, secure and humane supervision of offenders with opportunities that support restitution, rehabilitation and successful community intergration*

## Learning to Lean

In part of a statewide effort to increase efficiency, the Department of Correction held its first Kaizen event the week of February 24, 2014, where four Project Teams worked throughout the week “leaning” processes. Kaizen is a Japanese word that means *change for the better*. Both staff and management worked collaboratively for five days to focus on improving a specific process or work area.

The four lean projects selected for this Kaizen event were: Standards and Policy (External Affairs); the Community Release Process (Programs and Treatment/ Parole & Community Services); the Recruitment Process (Human Resources); and the Procurement Process (Fiscal Services).



**Participants in the Lean training event**

see *Change for the Better*/page 6

February 8, 2014  
 through  
 March 13, 2014

Distributed monthly  
 to 6,200 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



It’s official. After testifying in front of the Executive and Legislative Nominations Committee Hearing on February 18 at the Legislative Office Building in Hartford, my nomination by Governor Dannel P. Malloy to be the Commissioner of the Department of Correction was officially confirmed by the State Senate on Wednesday, February 26, 2014. I want to take this opportunity to once again thank Governor Malloy along with the state legislators who placed their faith and trust in me to lead this agency into the future. With the help of the good men and women of this agency, I have no doubt that we will be successful in our future endeavors.

Speaking of the future, it is hard to imagine the Department of Correction without the presence of District Administrator Michael Lajoie. As most of you are no doubt aware, he recently retired after more than 29 years of service to the department.

see *Moving Forward*/page 3

Dannel P. Malloy  
 Governor

James E. Dzurenda  
 Commissioner

Web address:  
[www.ct.gov/doc](http://www.ct.gov/doc)

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

## DoC Celebrates Black History Month

### Buffalo Soldier at Carl Robinson CI

In recognition of Black History Month, the Diversity Committee at the Carl Robinson Correctional Institution was happy to present Mr. Bob Harris, Historian for the Hartford Connecticut Chapter of the Buffalo Soldiers. Mr. Harris, a retired Correction Officer from the Connecticut Department of Correction, gave a candid lecture on the origin of the Buffalo Soldiers and a brief history on some of the major conflicts in which they had substantial contributions.

Buffalo soldiers was the name given by the Plains Indians to the four regiments of African Americans, and more particularly to the two cavalry regiments, that served on the frontier in the post-Civil War army.

The name "Buffalo Soldiers" has become interesting lore in itself. There appears to be three possible reasons for the name. One, it is said that the curly hair of the

soldiers reminded them of the Buffalo. Two, they were given the name because their fierce, brave nature reminded them of the way buffalos fought. Third, it may have been because they wore thick coats made from buffalo hide during winter. Whatever the reason, the term was used respectfully and with honor.



**Bob Harris (backrow center), Historian for the Hartford Connecticut Chapter of the Buffalo Soldiers with members of the Carl Robinson CI Diversity Committee.**

### Food and Music for Thought



**State School Teacher Lisa Rakestrau (R) and jazz bassist Ace Livingston.**

The Manson Youth Institution's Diversity Council hosted a luncheon in honor of Black History Month. The event included displays of various influential black leaders, both men and women, with informational handouts for all attendees.

Many staff responded by showing their support through contributing a monetary donation or by preparing a food item. The menu consisted of fried chicken, rice and peas, macaroni and cheese and sweet potato pie. The delicious menu was well appreciated with positive feedback from staff. The event drew a great turnout from the facility's correction officers as well as many other staff members.

Another commemorative event took place on February 18, when State School Teacher Lisa Rakestrau arranged for jazz bassist Ace Livingston, and some fellow musicians to perform for the facility's students. The performance was part of an effort to demonstrate how the arts can be used for self-expression and as a coping strategy. Rakestrau helped to develop a lesson plan to compliment the jazz performance. By hearing the story of a committed musician and his struggle to succeed, hopefully will encourage students to reflect upon past choices and behaviors, allowing them a chance to discover another avenue of expression through the arts.

## Moving Forward from page 1

From his beginnings as a correction officer in 1985 at the Brooklyn Correctional Institution, to being the Chief of Tactical Operations, Director of the Security Division, to District Administrator, he has been an integral part of many of the successes this agency has enjoyed. Although I am happy for him and wish him only the best on his well deserved retirement, part of me wishes he could stay to write the next chapter of the history of this department.

Even though no one could ever take the place of “Mike”, someone must assume his responsibilities. For that job, I have selected Peter Murphy to be the new District Administrator. Whenever I thought about it or discussed it with members of the Executive Team, Peter Murphy’s name was the one that always came to the forefront. Far from being a rookie, District Administrator Murphy also began his DoC career back in 1985.

If there is one positive thing that results from the retirement of a top manager, is the opportunity for deserving staff to be promoted. Congratulations to Allison Black on her promotion to Warden of the Bridgeport Correctional Center. Based on her outstanding work as a Deputy Warden at both York CI and the New Haven Correctional Center, I know she will be successful in her new role. Two additional moves complete this round of reassignments. First, Warden Walter Ford is the new warden of the Enfield Correctional Institution, while Timothy Farrell has taken over as the warden of the Hartford Correctional Center.

As I officially begin my tenure as Commissioner, I simply want to say thank you, to all of you; thank you for what you have done; thank you for what you are doing, and thank you in advance for what you will do for this agency as we move forward into the future.



**Staff line up at Central Office to wish District Administrator Michael Lajoie farewell.**

## Red Dog at York CI



**Warden Jose Feliciano with his new puppy.**

The York Correctional Institution/Niantic Annex has a long standing tradition of caring for rescued horses at the Second Chance Coral. Now, thanks to a collaborative effort between the Connecticut Department of Correction, private foundations, businesses and volunteers, dogs can be added to the list of animals finding shelter at the facility.

In October of last year, the York Correctional Institution teamed up with Dogs Days, a nonprofit organization that arranges adoption events for dogs in need, resulting in the creation of the Red Dog Program. Working with the volunteers of the Dog Days Program, dogs on the verge of being euthanized are rescued from shelters from across America and brought to the facility. Once there, female offenders care for the dogs until they are adopted. Just as with the Second Chance Coral, the benefits are twofold, not only do the animals receive proper care and attention, inmates also learn valuable lessons, such as responsibility and compassion.

**see Dog Adoptions/page 9**

# Multi-Branch Military Ribbon

Department of Correction staff members now have a way to proudly display that they have served in the United States Armed Forces. Thanks in large part to the efforts of Captain Timothy Newton of the Hartford Correctional Center, those who have served, or are currently serving, in the military can wear a multi-branch military ribbon on their uniform. Rather than having individual ribbons for each branch of the service,



camaraderie amongst the servicemen and women.

After a few false starts, a final design for the ribbon was agreed upon. The ribbon features a field of blue with a golden letter “V” (for veteran) in the center, bordered on either side by white then red vertical stripes, all of which is surrounded by a black border.

The multi-branch military ribbon can also be worn by staff members of Correctional Managed Health Care (CMHC) who are veterans. “The patch helps promote unity between UCONN and DOC staff,” said Ken Avery a CMHC Supervising Nurse.

Several staff members in addition to Avery have already sewn the patch onto their uniform. “It means everything to us to be able to wear these patches,” said Lieutenant Noel Brown, adding. “More than words can express.”

The patches can be purchased at various facilities, with profits (after production costs) being donated to the Wounded Warrior Project. If you are interested in obtaining a military patch, contact Captain Newton at the Hartford Correctional Center at (860) 240-1860 or email him at [Timothy.Newton@ct.gov](mailto:Timothy.Newton@ct.gov).



# Around the Cell Block



Captain Newton explained that coming up with a single patch to represent all of the armed forces would be cost effective and less confusing, while also encouraging a sense of

**ALABAMA** - Makers and suppliers of Alabama’s execution drugs would be kept secret and not released to the public or the courts under a bill approved last week in the Alabama House of Representatives.

**LOUISIANA** - A federal judge ruled last week that state prison officials cannot keep secret the seller and manufacturer of the two drugs purchased for executions at the Louisiana State Penitentiary.

**AUSTRALIA** - A prison inmate smuggled in a mobile phone only to be found out when another inmate used it to brazenly post a selfie on Facebook. The image on the social media website alerted authorities to the fact the duo had access to contraband behind bars.

*Total Supervised Population on March 13, 2014*  
**20,612**  
*On March 13, 2013 the population was 20,864*

## Did You Know?



*“Did You Know” is an informational column aimed at increasing your knowledge of issues in our everyday lives. This article was written by External Affairs Division Intern Courtney Bussiere. Any questions related to this article may be answered by contacting Andrius Banevicius at 860-692-7780. If you have any questions, or have an idea for a future column, leave a message at 860-692-7780.*

## Protecting Your Vehicle

Once the winter months are over and the snow melts away, drivers need to be cautious about corrosive chemicals left on roadways throughout the state. The Connecticut Department of Transportation (DOT) switched from a winter highway treatment program of salt and sand to one using liquid chemicals and salt back in 2006. The changeover was prompted in large part by a National Transportation Safety Board (NTSB) investigation, in which the NTSB concluded that the state’s use of salt and sand contributed to a 2003 crash on I-95.

Recently, legislation has been introduced concerning the impact of liquid magnesium chloride spray and the effects it’s having on Connecticut automobiles, roads, and bridges. The chemicals used work to melt ice and snow from roads. However, it can also eat away at a vehicle’s electrical components and brake lines, as well as rust out undercarriages faster than previous chemicals used.

The DOT is aware of the corrosive effects of the chemicals, but says they are the most effective and economical material for maintaining safe roads, and that safety “far outweighs” the increased risk of corrosion.

There are a few precautionary steps to be taken before the winter weather begins; wax your vehicle to create a protective barrier and make sure the undercarriage is sealed so corrosion of exhaust and muffler systems will not occur.

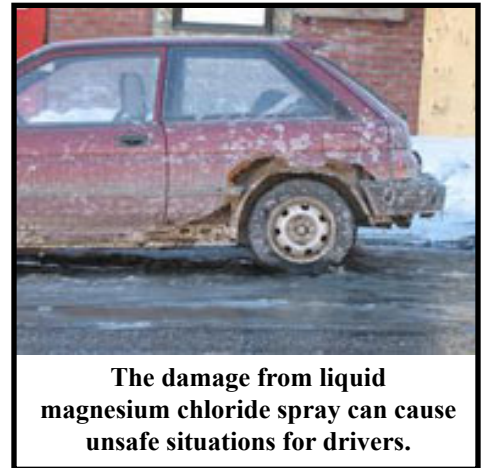
Once pretreated, there are steps to be taken during the winter months. The state Department of Transportation recommends that the undersides of vehicles should be hosed off periodically. Washes should occur early in the day, preferably when temperatures are above 40°F so that risk of doors, windows, and locks freezing are at a minimum.

Not only is the magnesium chloride spray an enemy for your vehicle, but it has been corroding bridges throughout the state prematurely because of the oxidation and salt reactions. Gov. Dannel P. Malloy has urged the state DOT to add rust inhibitors to the mixture.

The Connecticut DOT does not currently add a rust inhibitor to the magnesium chloride for a number of reasons, including the potential harm to aquatic life that the rust inhibitors can cause.

We know how the spray effects vehicles, but what, if any effect, does the use of these chemicals mean for your health? “Health concerns” raised by some are minimal, said James Mahoney, Executive Program Director for the Connecticut Transportation Institute. The only health concern caused by the magnesium chloride is its impact on well water, but at most the impact is minimal.

Once the winter months are over, vehicles should be cleaned inside and out. Cars should be washed to get rid of any lingering magnesium chloride, as well as vacuum the interior so salt and chemicals are out of the carpets. Wiper blades should be changed once winter weather ends because chemicals left could cause cracks in the windshield of the vehicle.



**The damage from liquid magnesium chloride spray can cause unsafe situations for drivers.**

# Change for the Better from page 1

Over the course of the five days, the project teams worked to map out the “current state” of their respective processes and to develop a “future state” map that reflects a “leaned” process in which non-value added waste is eliminated. By the end of the week, the current and future state process maps were complete, key performance indicators and benchmarks were identified, and project implementation plans were developed. The four Kaizen project teams were tired, but there was a powerful energy vibrating throughout the building. They had successfully completed the Kaizen process and to the surprise of more than a few of the participants, they had actually lean(ed) their processes.



**Commissioner James Dzurenda and Deputy Commissioner Cheryl Cepelak (Center) with the participants of the Department of Correction's first Kaizen event.**

In the afternoon of the fifth day of the Kaizen event, the four teams completed their “report outs” (results) to the commissioner, deputy commissioners, district administrators, wardens and unit administrators as well as other staff from throughout the agency. Commissioner Dzurenda spoke to the room about the importance of lean to the agency and remarked that after what he saw in the

classrooms and in the team presentations, he is confident that lean is not only doable in our agency but could be applied to just about everything we do. The Commissioner and Deputy Commissioner Cepelak thanked the teams for their efforts and commitment in supporting the lean process. Fred Shamburg, the lean consultant who facilitated the Kaizen event, remarked to the Commissioner (and to the room) that he was very impressed at how quickly DOC staff picked up on the lean process and at what we accomplished in our first Kaizen event. All in all it was a very successful first step in implementing lean thinking into the Department's culture.

## Good Samaritan

While on his way to work at approximately 6:45 a.m., Correctional Stores Supervisor Alan Farkash noticed an elderly gentleman laying in the snow on the side of the road on Whitney Avenue in Hamden, trying to get up while cars just passed him by. Farkash pulled over to the side of the road to see if he could help the man. After asking permission, Farkash picked the man up and sat him in the front seat of his truck, so he could warm up. He called 911 and while waiting for the Hamden Fire Department to arrive, Farkash kept talking to the man to make sure he remained conscious. He was also trying to determine if the man was struck by a vehicle or simply fell. Farkash discovered that the man was 73 years old and lived alone. Shortly, the paramedics arrived and he was taken away by ambulance to the hospital for treatment.

“I was thinking that without my DoC training I'm not sure what I would have done, Farkash, who has been employed with the department for less than one year. “ I think it made me more confident to lend a helping hand to someone in trouble.”



**Good Samaritan  
Alan Farkash**

# SCORES Is Back on Track

From the SCORES Communication Committee

In January of 2012, the Statewide Collaborative Offender Risk Evaluation System (SCORES) project, a comprehensive risk assessment system for offenders, was born. The SCORES system is being developed by the Connecticut Department of Correction, The Board of Pardons and Paroles and The University of Cincinnati (U of C) in Ohio.

Researched in depth by the Board of Pardons and Paroles, SCORES tracks its history to Ohio. Originating at the University of Cincinnati, the assessment tool was dubbed the Ohio Risk Assessment System (ORAS), and is currently in use by the Ohio Department of Rehabilitation and Correction. The system was renamed with the SCORES acronym to customize it to Connecticut's criminal justice system. The electronic system will have the capacity to help with decision making on offenders from judicial sentencing, prison program assignments, release decisions by wardens and the BOPP, and to help with informed decision making with regards to Parole and Community Services.

Due to some contracting issues with the company who at that time was developing the product, the project moved slower than expected during the past year. A new company, Dewpoint, is now working with The U of C and DOC/BOPP, and as a result SCORES is back in production.

In October of last year, Jennie Lux from The U of C traveled to Connecticut to train selected staff from DOC and BOPP on the SCORES instrument. Although the computer portion of the system is still being developed, 24 staff members were certified on the "paper and pencil" version of SCORES. Staff learned to apply a score to an offender after asking many questions about the offender's criminal history, family and social supports, history of criminal behavior, gang associations, education, employment history and questions on how the offender spends her or his free time in the community.

Over the past decade, the national focus on reentry in correctional practice has been embraced by the criminal justice system in Connecticut. The Department of Correction and Board of Pardons and Paroles, in particular, have made significant and continuing efforts to improve reentry practices all around. It is apparent that effective reentry is only accomplished when a solid assessment of offender risk and need is completed and is followed by treatment planning and program assignment.

The SCORES automated system will house assessment information in one electronic system to facilitate data collection, program evaluation and evidence based practices. Actual mockups of the screens correctional counselors and other staff will use are being developed and sent to the new vendor. The user friendly screens and the classification and programming information that can be entered into and taken from SCORES is exciting. Many correctional counselors from around the state were part of the development of the screens to be used in SCORES. Facility counseling and program staff have been involved in customizing and building the automated system to make their work easier. The assessment tools and features of the new electronic system will be highlighted in a future article about SCORES.

Under the guidance of Director Rinaldi, Director of Population Management Karl Lewis and his team will be the new leaders of the SCORES project. In January, selected staff members spent several days at the Population Management Unit administering the SCORES instrument, making them certified at the next level to train additional staff on how to use the SCORES tool. Director Lewis envisions the SCORES roll out being similar to that of Case Notes – with visits to each facility to train staff on the use of the instrument.



## Years Of Service

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

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Alicea, Tomas	Correction Officer	Cen. Off.	1/7/1994
Bazzano, Robert	Correction Officer	MWCI	1/7/1994
Bonito, Louis	Counselor	Cheshire CI	1/7/1994
Briscoe, Kenneth	Correction Officer	Hartford CC	1/7/1994
Brown, Anthony	Correction Officer	WCCI	1/7/1994
Brown, Leonard	Lieutenant	WCCI	1/7/1994
Burgos, Carlos	Correction Officer	BCC	1/7/1994
Burke, Forrest	Corr. Electrician	CRCC	1/7/1994
Cacomo, Joseph	Correction Officer	Osborn CI	1/7/1994
Carrara, Evan	Ind. Sup. 2	Osborn CI	1/7/1994
Carter, Debra	Correction Officer	Osborn CI	1/7/1994
Christmas, Nick	Correction Officer	Cen. Off.	11/26/1993
Dale, Robert	Correction Officer	Hartford CC	1/7/1994
D'alessio, Mark	Correction Officer	Garner CI	1/7/1994
Denby, Bruce	Correction Officer	Hartford CC	1/7/1994
Donahue, Sean	Lieutenant	Osborn CI	1/7/1994
Dwyer, Robert	Correction Officer	Garner CI	1/7/1994
Evans, Lawrence	Correction Officer	Osborn CI	1/7/1994
Faraci, Caesar	Correction Officer	Cheshire CI	1/7/1994
Fleming, Rebecca	Dep. Dir. Parole	Cen. Off.	1/7/1994
Foley, Paul	Correction Officer	Osborn CI	1/7/1994
Fulcher, Brett	Correction Officer	CRCC	11/26/1993
Goodison, Errol	Correction Officer	Hartford CC	1/7/1994
Guadarrama, Jesus	Deputy Warden	MWCI	1/7/1994
Haskins, Connie	School Teacher	Cen. Off.	1/7/1994
Irish, Timothy	Lieutenant	Osborn CI	1/7/1994
Jacobs, Rasan	Correction Officer	Osborn CI	1/7/1994
Jarvis, Peter	Correction Officer	York CI	1/7/1994
Jinks, Robert	Lieutenant	Cheshire CI	1/7/1994
Johnson, Virginia	Correction Officer	Osborn CI	1/7/1994
Kalenkowitz, William	School Teacher	WCCI	1/3/1994
King, Walter	Correction Officer	Osborn CI	1/7/1994
Mallison, Vanessa	Lieutenant	NHCC	1/7/1994
Medina, Angel	Lieutenant	Cen. Off.	11/26/1993

## Mayor Visits New Haven CC



New Haven Mayor Toni Harp

The recently elected Mayor of the City of New Haven, Toni Harp, was the guest speaker at the Black History Month celebration held at the New Haven Correctional Center on February 24. In addition to Mayor Harp, several representatives from local community service providers were also on hand. A few of the representatives, former offenders themselves, addressed the inmates gathered in the facility's gym.

The program also included music performed by the jazz duo known as Psalm 150, along with spiritual songs sung by some musically gifted inmates.

Addressing the group, Mayor Harp, the first female mayor in New Haven's history, made it clear that she had more than high hopes for the individuals gathered. "I expect you to be productive members of our community," Harp said. "I expect you to succeed."



## Years Of Service cont.

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

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Mihaliak, Andrew	Correction Officer	Cen. Off.	1/7/1994
Molden, Gwendolen	Correction Officer	Hartford CC	1/7/1994
Mosley, Deena	Correction Officer	MWCI	1/21/1994
Murphy, Scott	Correction Officer	Osborn CI	9/17/1993
Neaverson, Thomas	Correction Officer	Enfield CI	1/7/1994
Nedjoika, Robin	Rec . Spec. 1	Osborn CI	1/7/1994
Palatiello, Diane	School Teacher	BCC	1/7/1994
Pereira, Stacey	Counselor Sup.	Cheshire CI	1/21/1994
Perez, Michael	Correction Officer	WCCI	1/7/1994
Peters, Daniel	Correction Officer	Cen. Off.	11/26/1993
Polite, Tracey	Correction Officer	WCCI	1/7/1994
Pontarelli, Ronald	Correction Officer	Enfield CI	1/7/1994
Ravosa, Robert	Counselor	MWCI	1/7/1994
Reardon, Peter	Correction Officer	WCCI	1/7/1994
Rinaldi, Theresa	Secretary 2	Cheshire CI	1/7/1994
Rousseau, Paul	Laundry Comm. Op.	Cen. Off.	1/7/1994
Rumore, Steven	Correction Officer	CRCI	1/7/1994
Scott, Lloyd	Chaplain	York	1/7/1994
Seibert, Paul	Correction Officer	York CI	1/7/1994
Sturgeon, Todd	Lieutenant	Cen. Off.	9/17/1993
Torres, Jose	Lieutenant	Osborn CI	1/7/1994
Washo, Janet	School Teacher	MWCI	1/3/1994
Wilkins, John	Counselor	CRCC	1/7/1994
Wright, Gary	Deputy Warden	Osborn CI	1/6/1994
Zajdel, Michael	Correction Officer	CRCI	1/7/1994

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

Roston, David	Food Serv. Mgr.	York CI	1/13/1989
Santiago, Antonio	Deputy Warden	Cen. Off.	1/13/1989
Vasquez, Ronald	AFAO	Cen. Off.	1/6/1989

## Dog Adoption

from page 3

Periodically, with the help of the Dog Days organization, dog adoption events will be held in nearby communities. As was the case on February 22, when a total of nine dogs, including five puppies were available for adoption at an event held at the Tractor Supply Company in Old Saybrook, Connecticut. The event was a huge success, with Commissioner James E. Dzurenda and Deputy Commissioner Cheryl Cepelak stopping by to lend support. Eight of the nine dogs were adopted, with New Haven Correctional Center's Warden, Jose Feliciano, claiming one of the dogs for his family.

Even though the cost to care for the dogs is offset by the adoption fee of \$385, it does not come close to covering all the expenses associated with the program. The Red Dog Program relies on charitable donations to make up the difference. For more information about adopting a dog or to make a donation visit the Red Dog Program website at:

[http://www.reddogproject.org/The\\_Red\\_Dog\\_Project/Welcome.html](http://www.reddogproject.org/The_Red_Dog_Project/Welcome.html) or email them at [info@reddogproject.org](mailto:info@reddogproject.org)

