



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

Season's Greetings

As 2014 draws to a close, I would like to extend best wishes for the holiday season. As I reflect on the successes and challenges of the past year, I cannot help but feel proud to be associated with such an outstanding group of correctional professionals. It is truly a privilege to lead such a group of dedicated staff, who continually strive for excellence. Our facilities remain safe, secure and orderly. This is all thanks to your efforts. When I think of the high caliber of our staff, it gives me great confidence that we will be successful in achieving our future goals.

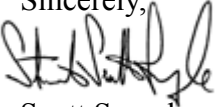
However you observe this holiday season, it is my hope for all of you that you are able to find the time to relax and reflect on the many blessings in your lives- perhaps even finding ways to help those less fortunate.

I also ask that during this busy holiday season that you take a moment to remember the men and women of our armed forces (including some of our fellow staff members) who cannot be home with their loved ones because they are protecting our freedoms. If you get the chance, thank them for their sacrifice and service to our great nation.

Our mission of protecting the public dictates that many of us will be on the job during at least some part of the holiday season. As such, time spent with our families will unfortunately be limited; I want to express my deep appreciation for the unwavering support and sacrifices from your families throughout the year, but especially at this time - please convey my gratitude to them.

I cannot say it enough, I am very proud of the incredible commitment from all of the staff of the Connecticut Department of Correction, without your dedicated service the milestones we have attained would not have been possible. Based on our foundation of achievement we will continue to improve in the coming year, rising to new heights that others will seek to emulate.

Please accept my heartfelt gratitude for your dedication and my sincere wish for a peaceful, safe and healthy new year.

Sincerely,

Scott Semple
Commissioner

November 22, 2014
through
December 19, 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

Dannel P. Malloy
Governor

Scott Semple
Commissioner

Web address:
www.ct.gov/doc

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

Making Wishes Come True at Osborn CI

It's not often that a correctional facility is associated with making a child's wish come true, but that is exactly what happened at the Osborn Correctional Institution on December 9, 2014.

Over the past several years, the Osborn CI staff has taken on many charitable projects during the holiday season. Projects such as coat and scarf drives for battered women's shelters, food drives for local food banks, and toy drives for young patients at Boston Children's Hospital. However, this year, Lieutenant Michael Ruggeri approached Warden Edward Maldonado with a different idea. Why not grant the Christmas wish of a special needs child of a staff person at Osborn CI? Warden Maldonado approved, and the first annual Osborn "Holiday Wish" campaign was created. The staff raised



Warden Edward Maldonado with James Eagleson and his mother, Counselor Trainee Laurie Eagleson.

\$3,600 through various fund raisers such as cookouts, Pay-to-Parks, and even a dunk tank generously donated by CT Inflatables, owned and operated by retired Captains Chris Coutant and Robert Knapp. Many employees gladly paid for the opportunity to dunk their fellow staff, supervisors, and even Warden Maldonado.

A committee reviewed the three nominations that were submitted and selected James Eagleson, son of Correctional Counselor Trainee Laurie Eagleson of Osborn CI. James is a 13-year-old boy born with Spina Bifida – a birth defect which prohibits him from walking on his own. He is able to use arm crutches, but has limited feeling in this feet so he is only able to do this for very short distances, as it is very strenuous. James gets around mostly by using a wheelchair. Other than the fact that he must use a wheel chair, James is a regular 13-year old boy. At times this can be frustrating for him because all of his friends, siblings, etc. are able to do all of the things he wishes he could.

James became really interested in World Wrestling Entertainment (WWE) last year, recording all of the matches and watching them faithfully. He also loves to watch the new reality shows featuring the wrestlers. In fact, WWE wrestler John Cena is his favorite wrestler, and James idolizes him. James's wish, then, was to attend a real WWE match and meet his idol, John Cena. And so, on this very special day, that wish came true. With the subject of a disabled child dear to him, Warden Maldonado stated, "It brings great joy and pleasure to make James' holiday wish come true," and presented James and his mom with the following:

Five tickets to the WWE Holiday Tour in Madison Square Garden, NYC for 12/26/14 for James and his family; Two of the five tickets are VIP packages which include ringside seats, meet & greets with the wrestlers, autographs, event poster, care-free shopping and event chair; Premier Limousine transportation from their residence to New York and back for the whole family; One night hotel accommodations for the family at the Sheraton New York; and \$600 spending money.

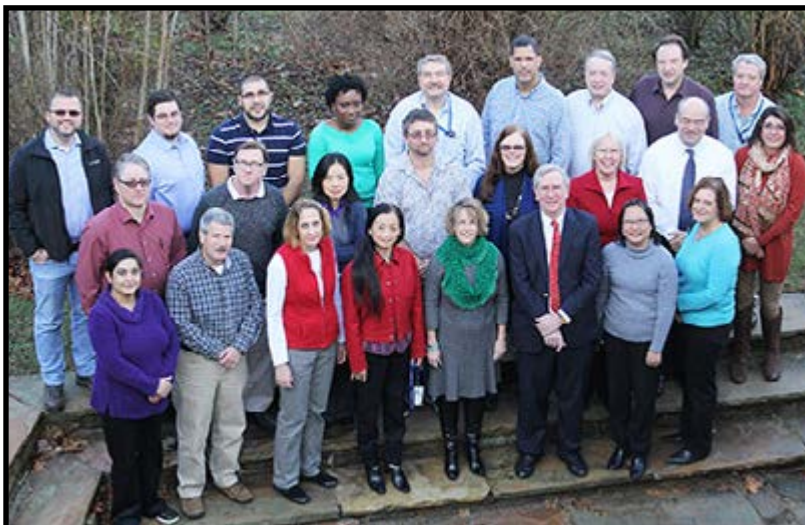
Warden Maldonado would like to send a special thanks to Lieutenant Ruggeri who conceived the idea of the Osborn "Holiday Wish", as well as the Osborn QWL staff members who assisted with the cook-outs, those who were dunked for the cause, those who assisted with the Pay-to-Parks to include donations from Northern CI staff, and all those who assisted in coordinating funds and putting the package together for James.

In closing, Warden Maldonado and the staff of the Osborn Correctional Institution would like to say, "Merry Christmas James."

Windows 7 Rolled-Out

This article was submitted by MIS Director Bob Cosgrove

In October the Management Information Systems (MIS) completed the final Windows 7 deployments at Garner CI, Brooklyn CI, Enfield CI, Bridgeport PCS, Hartford PCS, Waterbury PCS, Norwich PCS and Central Office. With the completion of these deployments the Windows 7 project officially came to an end and is now in post-implementation support. There are a few straggler devices that still need special software installed and that will be done during November. MIS staff will be conducting a project review during the November/December timeframe for lessons learned. Anyone with feedback is welcome to send that to Bob Cosgrove, Joe Santopietro, Beth Baines or Pei Ti Lee. MIS will also be running some tools to detect any remaining XP machines that may have been missed.



Deputy Commissioner Cheryl Cepelak (front row green scarf) and MIS Director Robert Cosgrove (front row red tie) with some of the people that made the Windows 7 rollout possible.

All told, approximately 2600 devices were updated. 310 ACCESS databases were converted; of which 270 were MIS sponsored databases and 40 were developed outside of MIS. Additionally, a number of printers had to be networked and some had to be rearranged so that staff has Windows 7 compatible printers.

The Windows 7 migration was a wonderful example of the entire agency collaborating on a project for the benefit of everyone. Although MIS staff played a major role in the project, staff from throughout the agency contributed to the successful completion of the project. This started from the top with the support from Commissioner and Deputy Commissioners.

Al Zenko from Correctional Enterprises, Roy Larson from the Board of Pardons and Paroles as well as Bob Carrara, Gurcharan Singh and Tracey Daniels from Fiscal Services joined MIS staff in deploying the various devices throughout the agency and the Board of Pardons and Paroles. The Motor Pool was able to provide two vans as well as a box truck to be used for transporting the equipment to the various facilities and parole offices. With 1700 PC's having been purchased we needed a place to initially store these devices and the warehouses were gracious enough to allow us to store them at those locations until we were able to move them. Once we had a plan in place MIS staff was able to use the box truck to move the PC's and accessories from the warehouses to Central Office. The warehouse staff also was able to distribute new monitors to the various facilities as they were needed.

MIS staff was asked to participate in handling tasks that they had never done before. Luis Boria was able to develop an image that could be used for any of the devices that we would be deploying, whether a brand new device or an upgrade to an old device. Tom Newell came up with a patching process that allowed us to speed the process up. Joe Santopietro took on the roll of the deployment lead and was responsible for the overall plan. Nancy Dittes did an amazing job as the communication lead. She was responsible for working with the facilities and units to coordinate the inventory of their equipment as well as the deployment schedule. The facilities were fabulous in their cooperation of this process. They were an equal partner every step of the way and this couldn't have been done without their cooperation.

Appreciative Mayor

Commissioner Scott Semple recently received a letter of appreciation from the Mayor of Montville, Ronald K. McDaniel in which he wrote the following:

Dear Commissioner Semple:

I wish to take this moment to thank you and your staff for your continued support of municipal projects in the Town of Montville.

Warden Scott Erfe and his staff at Corrigan-Radgowski Correctional



L to R: Officer Jay Ware, Warden Scott Erfe, Deputy Commissioner Cheryl Cepelak, and Officer Joe Schoonmaker at CRCC.

Center, particularly Joe Schoonmaker and Jay Ware, have been superb partners in aiding our Public Works department with projects at our town facilities. A few recent projects include the roof replacement at our Water Pollution Control Facility; painting and total roof replacement at our animal control facility; replacing rotted plywood sheathing and fascia boards and installing vinyl covering in the meeting room at the Public Works building; and replacing rotted plywood sheathing and stair replacement at our Youth Football facility at Camp Oakdale.

The animal rehabilitation and agricultural programs have also been great sources of community support. Without your assistance many of these projects would not be done in a timely manner and would cost the town precious funds that could be spent elsewhere.

Your continued support of our recent efforts to construct and house a regional animal control facility with the towns of East Lyme, Waterford and Ledyard on the prison grounds is also appreciated.

Please extend my sincerest thanks to your staff for all they continue to do for our community!

*Sincerely,
Ronald K. McDaniel, Jr.
Mayor*

Around the Cell Block



FLORIDA – Police say two Sweetwater women are accused of stealing Christmas decorations from their neighbor’s yard and putting them in a yard less than a block away. About \$500 worth of items were taken including hugging penguins, Snoopy on a doghouse and Santa on a sled.

TEXAS — Authorities say two teenagers attempting to carjack a vehicle in Houston were foiled by a stick shift. The pair held the motorist at gunpoint last weekend and demanded that he tell them how to drive the vehicle. After the driver provided a few instructions, the teens ordered him out of the vehicle. He then called police.

LOUISIANA - New Orleans police are looking for a man accused of stealing 30 air fresheners from a Family Dollar store.

**Total
Supervised
Population
on
December 19, 2014**

20,195

*On December 19, 2013
the population was
20,833*

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.

The History of the Christmas Tree

Long before the advent of Christianity, plants and trees that remained green all year had a special meaning for people in the winter. Just as people today decorate their homes during the festive season with pine, spruce, and fir trees, ancient peoples hung evergreen boughs over their doors and windows. In many countries it was believed that evergreens would keep away witches, ghosts, evil spirits, and illness.

In the Northern hemisphere, the shortest day and longest night of the year falls on December 21 or December 22 and is called the winter solstice. Many ancient people believed that the sun was a god and that winter came every year because the sun god had become sick and weak. They celebrated the solstice because it meant that at last the sun god would begin to get well. Evergreen boughs reminded them of all the green plants that would grow again when the sun god was strong and summer would return.

The ancient Egyptians worshipped a god called Ra, who had the head of a hawk and wore the sun as a blazing disk in his crown. At the solstice, when Ra began to recover from the illness, the Egyptians filled their homes with green palm rushes which symbolized for them the triumph of life over death.

Early Romans marked the solstice with a feast called the Saturnalia in honor of Saturn, the god of agriculture. The Romans knew that the solstice meant that soon farms and orchards would be green and fruitful. To mark the occasion, they decorated their homes and temples with evergreen boughs. In Northern Europe the mysterious Druids, the priests of the ancient Celts, also decorated their temples with evergreen boughs as a symbol of everlasting life. The fierce Vikings in Scandinavia thought that evergreens were the special plant of the sun god, Balder.

Germany is credited with starting the Christmas tree tradition as we now know it in the 16th century when devout Christians brought decorated trees into their homes. Some built Christmas pyramids of wood and decorated them with evergreens and candles if wood was scarce. It is a widely held belief that Martin Luther, the 16th-century Protestant reformer, first added lighted candles to a tree. Walking toward his home one winter evening, composing a sermon, he was awed by the brilliance of stars twinkling amidst evergreens. To recapture the scene for his family, he erected a tree in the main room and wired its branches with lighted candles.

Most 19th-century Americans found Christmas trees an oddity. The first record of one being on display was in the 1830s by the German settlers of Pennsylvania, although trees had been a tradition in many German homes much earlier. The Pennsylvania German settlements had community trees as early as 1747. But, as late as the 1840s Christmas trees were seen as pagan symbols and not accepted by most Americans.



The tree at Rockefeller Center NYC.

Computers Upgraded

from page 3

From the Wardens, Parole Managers and Directors on down this was very much a team effort. The staff within the facilities and various units played a big part in helping MIS get through the difficult moments. The facility escorts were wonderful and much appreciated, as most of the MIS staff had never even been to a facility before. The work was hard both mentally and physically, but the team persevered. The team leads from MIS (Anne Parisi, Toni Omene and Bob Sherman) did a tremendous job keeping the teams organized and focused on the complicated tasks at hand. The deployment teams were the real stars. This group persevered under many adverse conditions to get the job done. Special thanks to Pat Plourde, Manny Teixeira, Russ Wells, Bruno Amaral, Lynn Kelly, Luis Boria, Al Zenko, Bob Carrara, Tracey Daniels, Gurcharan Singh, MaryAnn Normandeau, Mike Kryzanski, Anne Parisi, Bob Sherman and Toni Omene for all of the hours spent deploying the equipment. Thanks also to John D'Angelo for the many hours spent boxing up the equipment and making it ready to be sent out and then loading the vans early in the morning so that the teams could get on the road as quickly as possible. Inventory staff within Fiscal Services helped by tracking the old equipment. Approximately 2,600 devices had to be imaged with the Windows 7 operating system as well as any standard software that is used. This was a colossal effort and in order for it to succeed, the rest of the MIS staff had to pitch in. Many of the individuals deploying equipment came from the Technical Support team. As a result, Beth Baines was constantly juggling support for the Help Desk. As important as the deployment was, servicing our customers remained a top priority. Other staff members stepped in and assisted the Help Desk with day to day support. Pei Ti Lee and her team were instrumental in working with agency staff to ensure that all of the Access databases could be upgraded or used with Windows 7. Mary Lansing took on the bulk of the research requests to allow Nancy Dittes to focus on her role as the communication lead for the project. As we move forward with projects not only within MIS but throughout the agency as well, the Windows 7 project has shown what we can do as a whole when everyone contributes. This truly was a complete agency effort.

Garner Facility Awards

Staff members of the Garner Correctional Institution were honored on November 14, 2014, at the facility's 2014 Annual Employee Recognition Ceremony. Additionally, Warden Henry Falcone honored staff members that have 20 years or more of state service. He also expressed his appreciation to the staff for their support of the committees that have a positive impact in the workplace and in the community.



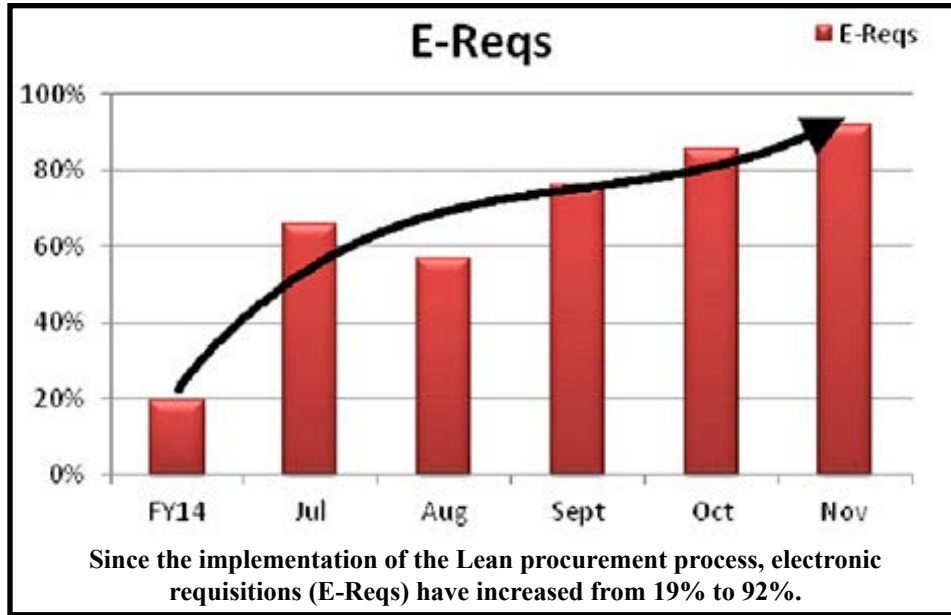
Deputy Warden Denise Dilworth, Warden Henry Falcone, and Commissioner Scott Sample at the Garner CI Facility Awards.

Garner CI Award Winners

Correction Officer of the Year: Richard Ross
Supervisor of the Year: Israel Rodriguez
Counselor of the Year: Beyonka Ligon
Correctional Treatment Officer of the Year: Colleen O'Donnell
Employee of the Year: Pedro Hernandez
Unit of the Year: Classification/Records Sandra Wynkoop, Kathleen Verrastro, Tammy Perreault, Melissa Marino, Jessica Olson, and Terri Parks
Teacher of the Year: Pete Fazo
Food Services Employee of the Year: William Lefebvre
Maintenance Staff of the Year: John Montano
Special Award of Appreciation: Anthony Eason
Medical Staff Member of the Year: Frank Faccin
Mental Health Staff of the Year: Barbara Kuzebski

Lean Implementation: The Procurement Process

Back in February of this year, the Department of Correction held its first Kaizen. During the week-long event, four project teams worked to lean a process through the “Kaizen” method. One of those teams was charged with looking at the procurement process the agency uses – from Requisition through receipt of Procured Items – to identify opportunities for improvement and to improve the timeliness of the procurement system. The goal for the team was to “lean the current procurement process to improve and expedite the processing of requisitions.” The Procurement Project Team worked to map out the “current state” of the existing processes and to develop a “future state” map that reflects a “leaned” process in which non-value added waste was eliminated.



By the end of the week, the current and future state process maps were complete, key performance indicators and benchmarks were identified, and a project implementation plan was developed. As a result of the Kaizen process the team identified the use of paper requisitions as the number one bottleneck in DOC’s Procurement process. The paper process added an enormous amount of waste to the system. The team recommended that the agency fully implement the E-Requisition (E-Req) module of

Core-CT. Doing so would reduce the time it takes to submit and approve requisitions and provide the requester with an electronic means to monitor the progress of their request.

During the weeks following the Kaizen event, the team met with the Commissioner, Deputy Commissioners and members of the executive team to go over their project in detail. The team then finalized their implementation plan and established the Key Performance Indicators that have been used to measure the success or failure of their efforts. Throughout the implementation phase of their Lean journey, the team provided monthly reports on their progress and met with the Commissioner, Deputy Commissioners and the Executive Team to go over their progress and to discuss any issues they encountered.

After the team streamlined the internal flow of the procurement process, they established User Roles within Core-CT for new E-Req requesters and approval processors. The team created resource and training materials to educate and guide new requesters and approvers and trained more than 250 staff members.

Prior to the implementation of this project only 19% of requisitions were submitted and processed electronically. By November of 2014, 92% of the requisitions received were through the E-Req module. This project has been extremely successful to date and is well on its way of meeting the goal of 98% of all requisitions being submitted and processed electronically. This project is evidence that the agency’s efforts to incorporate a continuous improvement philosophy through the use of the Lean process is working.

Commissioner Scott Semple and Deputy Commissioner Cheryl Cepelak are very proud of the performance of the Procurement Lean Team, as well all the other Lean project teams. The DoC is making great strides in its continued push to embrace Lean and to empower staff to identify and implement process improvements while creating a leaner, more cost efficient and effective state agency.



Prescription Drug Abuse and Addiction

This article was compiled by Linda Kendrick, Deputy Warden & Employee Wellness Committee member.

Prescription drug abuse is the nation's fastest-growing drug problem. Prescription drugs are the second most commonly abused category of drugs, behind marijuana and ahead of cocaine, heroin, methamphetamine and other drugs. The National Institutes of Health estimates that nearly 20 percent of people in the United States have used prescription drugs for non-medical reasons. Data from the National Survey on Drug Use and Health shows that nearly one-third of people ages 12 and over who used drugs for the first time in 2009 began by using a prescription drug that was not prescribed to them.

Some prescription drugs can become addictive, especially when they are used in a manner inconsistent with their labeling or for reasons they were not prescribed. Those include narcotic painkillers like OxyContin or Vicodin, sedatives and tranquilizers like Xanax or Valium, and stimulants like Dexedrine, Adderall or Ritalin.

According to the Centers for Disease Control and Prevention (CDC), nationally, sales of prescription painkillers per capita have quadrupled since 1999 - and the number of fatal poisonings due to prescription painkillers has also quadrupled.

Enough prescription painkillers were prescribed in 2010 to medicate every American adult continually for a month. Abuse of prescription drugs costs the country an estimated \$53.4 billion a year in lost productivity, medical costs and criminal justice costs, and only one in ten Americans with a substance abuse disorder receives treatment. The growing population of aging Baby Boomers are also prime candidates for prescription drug abuse, intentional or not, as are the elderly. Once someone begins taking a number of pills for things like managing blood pressure and cholesterol, it becomes easier to take narcotic pain killers, prescription sleep aids and other, more addictive drugs. It also increases the risk of negative and possibly fatal interactions between drugs, especially when they are not used as prescribed.

Addiction to any drug (illicit or prescribed) is a disease that, like other chronic diseases, can be treated. In fact, millions of people are living in long-term recovery. No single type of treatment is appropriate for all individuals addicted to prescription drugs. Treatment must take into account the type of drug used and the needs of the individual and may need to incorporate several components, including detoxification, counseling, and, in some cases, the use of pharmacological therapies as well as mutual aid/self help and recovery support. If you have a friend or family member who needs help with prescription drugs you can do the following: Learn all you can about dependence, learn about the drug your friend or loved one is abusing, speak up and offer your support, express love and concern, do not expect the person to stop without help, support recovery as an ongoing process. For more information on Prescription Drug Addiction contact The National Council on Alcoholism and Drug Dependence www.ncadd.org, The Employee Assistance Program or your family doctor.



Years Of Service

Employees with 20 Years of Service as of September 2014

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Bibens, Michael	Chief Food Svcs	Cen Off	9/30/1994
Bramson, Ann	Corr Counselor	MYI	9/30/1994
Earley, Gregory	Corr Lieutenant	Enfield CI	8/19/1994
Greene, Laura	School Principal 1	MYI	9/6/1994
Hollstein, Jennifer	Corr Lieutenant	Cen Off	6/24/1994
Jones, Christopher	Correction Officer	Cen Off	6/24/1994
Juzwik, Keith	Plmr & Stmfr	MWCI	9/30/1994
King, Larnetta	Rcrd Spec 1	CRCI	9/30/1994
Massa, Raymond	Corr Counselor	Cen Off	9/2/1994
Montero, George	Corr Counselor	MWCI	9/2/1994
Ottaviano, Diane	Pupil Serv Spec	CRCI	9/30/1994
Pellegrino, Anthony	Food Svcs Supv 2	York CI	9/30/1994
Powers, David	Food Svc Supv 2	MWCI	9/30/1994
Somma, Ruth	Corr Treat Off	Garner CI	6/24/1994
Spencer, Kingsley	Correction Officer	Osborn CI	8/19/1994
Stawiarski, Diane	School Teacher	MWCI	8/19/1994
Stearns, Alvin	Correction Officer	MYI	8/19/1994
Stygares, Jolanta	School Teacher	MWCI	9/30/1994
Terminesi, Joseph	Maint Supv	Cen Off	9/16/1994
White, Karen	School Teacher	CRCI	9/2/1994

Employees with 25 Years of Service as of September 2014

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Alderman, Shawn	Correction Officer	MWCI	9/8/1989
Anderson, Marvin	Parole Mgr	Cen Off	9/8/1989
Dawson, Vernice	Correction Officer	CRCC	9/5/1989
Deveau, Michelle	Rcrd Spec 2	MWCI	9/22/1989
Freeman, Brian	Correction Officer	CRCI	9/8/1989
Howard, Leticia	Correction Officer	Hartford CC	9/8/1989
Pandolfi, Barbara	Pupil Serv Spec	York CI	9/22/1989
Santa, Jose	Corr Lieutenant	WCCI	9/8/1989
Vazquez, Edwin	Correction Officer	Hartford CC	9/8/1989

MCTSD Reaccredited

The American Correctional Association (ACA) sent a delegation to the Maloney Center for Training and Staff Development to conduct a triennial (every 3 years) standards compliance audit on June 16-17, 2014. The purpose of the audit is to measure the Academy's operation and training against federally recognized and accepted standards. During the audit, the visiting committee members reviewed over one hundred standards of which 13 were mandatory. When the standards compliance audit was concluded, the Maloney Center for Training and Staff Development was assessed as 100% compliant. The training academy has maintained its accreditation since 1999, when it was first audited. The ACA Accreditation certificate was presented to Deputy Commissioner Cheryl Cepelak during the 2014 ACA Summer Conference in Salt Lake City, Utah. She in turn with Commissioner Scott Semple presented it to staff of the Maloney Center for Training and Staff Development in October.

