

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.

From the Commissioner



It is my hope that by this time you are well aware, one of my primary goals as Commissioner is to reduce the incidents of trauma that transpire within our department. However, despite our best efforts, and the nature of corrections, some incidents of trauma do still occur.

So, it stands to reason that in the eventuality an employee experiences some form of trauma - whether it be physical, emotional, or vicarious – the next best thing to do is to try to minimize the resulting negative effects it can have on one's life.

With that goal in mind, I am pleased to announce a new Department of Correction, employee wellness initiative – the POWER Program. The aim of the Post-Incident Workplace Employee Reference (POWER) Program is to provide support, informational resources, and referrals to victim services, counseling, and trauma-centered services following a critical incident-staff assault.

see **POWER Program/page 3**

Parole Awards and Appreciation

Tears of joy, as well as tears of sorrow ultimately gave way to an overall sense of appreciation for a job well done during this year's annual Parole and Community Services Staff Appreciation Day and Awards Ceremony held at Camp Niantic on October 14.

This year the awards ceremony, the fourth in a row, was combined for the first time with a Staff Appreciation Day to make the event even more memorable.

Commissioner Scott Semple along with other members of the executive team were on hand in support of the Parole and Community Services (P&CS) staff. Among the more inspirational awards was the one presented to Bridgeport Parole Officer Stephanié Ortiz, who donated a kidney to her goddaughter Shavonna Dunlap earlier this year.

Ortiz, who was surprised by the appearance of her mother and other family members at the event, shed tears of gratitude in appreciation of the recognition and support of her peers.

see **Much Deserved Recognition/page 2**

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Much Deserved Recognition

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With her niece's health deteriorating rapidly at the time, Ortiz, an 11-year veteran of the department, underwent surgery to donate her kidney to her 26-year-old family member in March of this year. The operation was a success and both Ortiz and her niece are feeling much better.

The event took on a somber tone as it shifted to the memory of their fallen coworker, Parole Officer Stephen O'Connor who succumbed to cancer at the age of 46 this past July. Although his two young daughters did not attend the event, his wife did. While accepting a plaque in his honor, she was able to make many laugh through their tears as she imagined what her husband might think of such a maudlin display of emotions.

The recipients of the 2016 Parole and Community Services Awards Meritorious Service Award: Parole Officers Chanessa Bent, Richard Gibbons, Marvin Daniel, Wendy Jones and Jennifer Desena

District Awards: Hartford Office - Parole Officer Mark Louiselle; Bridgeport Office - Record Specialist Tanya Smith; New Haven Office - Secretary II Michelle Jones; Norwich Office - Parole Officer Scott Farrey; Waterbury Office - Parole Officer Jim Long; Support & Treatment Services - Counselor Lauren Miller

Distinguished Service Awards: Parole Officer Kate Fortuna, Retired Parole Officer Gary Rose

Leadership Award: Parole Manager Jill Colavolpe

Director's Award: Parole Officer Beth Lorenzetti

Following the presentation of the awards attendees were treated to a BBQ luncheon prepared by none other than the department's own Lt. Noel Brown. Despite some tears, the beautiful autumn day and the hard work of the Awards Committee (see accompanying story page 7) resulted in a wonderful event which celebrated the challenging and important work done by the staff of the Parole and Community Services Division.



Commissioner Scott Semple presents Katie O'Connor with a plaque in memory of her late husband Parole Officer Stephen O'Connor.

A Home Run

A rainy, blustery day could not dampen the spirits of Department of Correction staff who participated in a softball tournament to benefit Correction Officer Rafael Otero who is battling cancer. Hosted by the Osborn Correctional Institution, the tournament was held Saturday, October 22, at Brainard Park in Enfield. In addition to the competition on the field, there were raffles and food concessions, proceeds from which also went to benefit officer Otero.

Warden Antonio Santiago was on hand to lend support to the team from the Corrigan-Radgowski Correctional Center, while Osborn CI's Deputy Warden Gary Wright was cooking up hotdogs and hamburgers on the grill. Congratulations to the team from the Hartford Correctional Center, who after a wet and sloppy day of spirited competition took home the championship trophy.



Tournament champs - the team from the Hartford Correctional Center

The POWER Program

from page 1

It had come to my attention that some staff members were finding it difficult to navigate through the complex system of paperwork, reporting and filing procedures after having experienced trauma while at work. Under the direction of Deputy Commissioner Cheryl Cepelak the Post Incident Response Committee was formed with the goal of developing an innovative post-incident crisis response system offering direct support and assistance to employees. The committee, made up of staff members directly affected by trauma, as well as representatives from Human Resources Unit, Victim Services Unit, the Grants and Contracts Unit, Maloney Center for Training and Staff Development, Critical Incident Stress Response Team (CISRT), and EAP. Modeling it after a victim resource card developed by the Office of Victim Services which is given to victims of crime by responding law enforcement officers, the POWER Card was born. And thanks to a \$20,000 2016 Talent Management Innovation Grant awarded to the agency by CPS HR Consulting, 15,000 cards were recently printed by Correctional Industries of Connecticut.

The two-sided POWER Card lists contact information for various resources including the company that handles workers compensation claims - Gallagher-Bassett, the agency's Victim Services Unit, EAP, and the State Office of the Victim Advocate just to name a few.

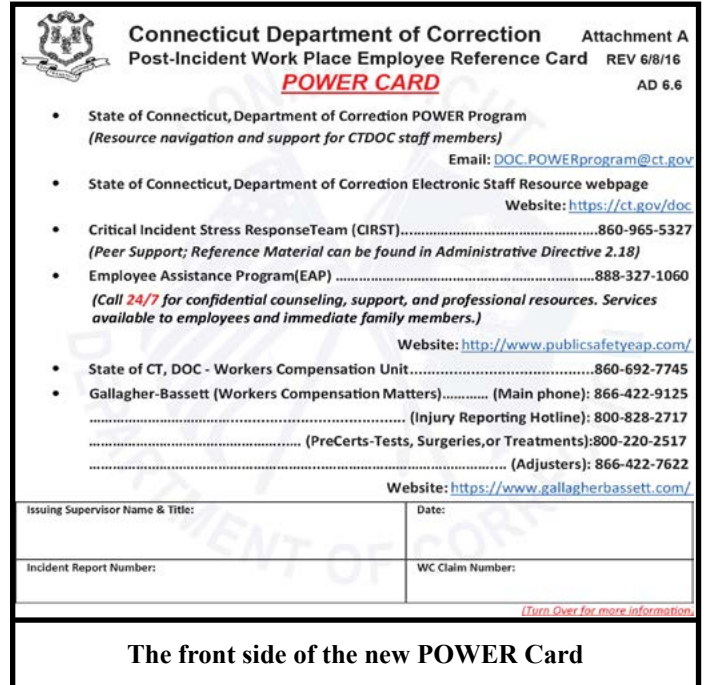
A dedicated email address (DOC.Powerprogram@ct.gov) has also been created, affording individuals one more avenue in which to seek assistance. The Power Program email address appears on the POWER Card. The guiding principal behind the "card" is rather straightforward, you can't get help if you don't know where to look for it.

The POWER Card will be formally issued by a supervisor to an affected staff member following an assault that generates a "summary of assault on staff" report. Additionally, the Card can be viewed at any time on-line on the POWER Card Resource Page webpage located on the Department of Correction's website. The link for the page is: www.ct.gov/doc/cwp/view.asp?a=1502&Q=581454

The webpage was developed by the committee as another avenue for staff to obtain valuable information. The webpage contains a copy of the POWER Card, along with several additional victim services related links. The webpage allows staff members to obtain information at a time and a place that is convenient for them.

To build off the other components of the POWER Program, the Post Incident Response Committee is utilizing some of the grant money to partner with the Connecticut Alliance to Benefit Law Enforcement Inc. to facilitate a peer support training. This training would further assist CISRT team members and other various staff to be points of contact for peer support in their respective workplaces. Afterwards, the key components of this peer support training will also be developed by staff of the training academy into an in-service and supervisor training module for the purposes of further enhancing employee wellness throughout the department.

I firmly believe that these new initiatives will assist in fostering a supportive work environment throughout the department, which in turn will help to achieve the goal of reducing the negative effects of trauma on staff. My sincere gratitude goes out to all those that worked on developing this program. Stay safe and be well.



Lean Leadership Award

The Office of Policy and Management held its first Lean Thinking in Connecticut State Government conference at Fort Trumbull State Park in New London on September 13, 2016. Staff from numerous state agencies, as well as visitors from other states, were in attendance. The day's events included an informative and entertaining panel discussion by the Commissioners of the Departments of Administrative Services, Energy and Environmental Protection, Transportation and Social Services on lean leadership and sustaining lean in an agency. In addition there was a very engaging presentation by Judeen Wrinn, Deputy Commissioner of the Department of Motor Vehicles on changing the way we do business



Fiscal Services' Mike Lettieri (R) receives a Lean Leadership award from OPM Deputy Secretary Susan Weisselberg.

and understanding the customer experience as well as several instructive breakout sessions on lean tools and techniques. All in all it was a very successful conference in support of the state's lean initiative.

Department of Correction Lean Coordinator Mike Lettieri received a Lean Leader award for his determined efforts to continue the growth of the agency's lean program. In his time as

the Department's lean coordinator role Lettieri has really stepped up as a lean mentor to countless Department of Correction staff. He has worked diligently and tirelessly to continue the development and expansion of the agency's lean initiative and has made a significant effort in learning all he can about the agency and about lean.

Lean is just one of Fiscal Administrative Manager Lettieri's many responsibilities, however, under his leadership the agency's lean initiative has expanded. His easy going demeanor and solid grasp of lean principles allows him to work effectively with even the most ardent naysayer. Whether he is helping a team with its charter, facilitating a kaizen event, or measuring performance he remains focused and brings everyone along.

Congratulations on a job well done and on your well deserved award.

Around the Cell Block



CALIFORNIA - It sounds like a Halloween prank but Sacramento police say it was all too real. Authorities say a homeless woman led them to a decomposed body after she was seen walking down the street with a human skull on a stick.

NEBRASKA - A state penitentiary was without power for 12 hours recently for scheduled maintenance work. All inmate living locations and administrative areas were without power, and cellphones and radios were used for communications.

OHIO - The Chicago Cubs turned in such a disappointing performance during their 6-0 loss to the Cleveland Indians in Game 1 of the World Series that the Cleveland Police Department tweeted that they filed a missing persons report on them.

<p style="text-align: center;">Total Supervised Population on October 28, 2016 19,513 On October 28, 2015 the population was 20,080</p>
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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.

Idling - It's a Waste

Idling is something we don't often think about – it's a habit that we do unconsciously. Reducing our idling not only saves us money, but reduces significantly greenhouse gas emissions (CO₂) and health-harming pollution. To most, idling a car may seem fairly innocuous, but it is actually detrimental to the modern automotive engine, wastes gasoline, and is often done simply out of habit or based on mistaken assumptions and outdated logic. Each day, Americans waste approximately 3.8 million gallons of gasoline by voluntarily idling their cars. Reducing idling immediately addresses both environmental and human health issues.

You may not be able to avoid keeping your engine running when you're stopped at a traffic signal or stuck in slow-moving traffic. But other times idling is unnecessary.

When not actively driving, people tend to idle their cars largely for one of two reasons: either to warm up the engine before driving or to avoid wear and tear on the engine in situations that require frequent restarting, such as drive-through service lines, rail crossings, car wash lines, carpool lines, and departure from concerts and sporting events, or while talking to friends or using the cell phone. By understanding the effects of idling and reducing the practice, you can improve your car's performance, save money, and reduce needless carbon dioxide emissions.

Idling pollutes the air and harms health. Idling tailpipes spew out the same pollutants that form unhealthy smog and soot as those from moving cars. Nitrogen oxide, particulate matter, carbon monoxide and volatile organic compounds are the main health-harming pollutants in vehicle emissions. Diesel engines emit more than 40 hazardous air pollutants. These pollutants have been linked to serious human illnesses, including: asthma, heart disease, chronic bronchitis and cancer. Children, the elderly and those with asthma and other chronic health problems are especially vulnerable to the health dangers of exhaust.

Four Ways to be Idle-Free

Turn off your ignition if you're waiting more than 10 seconds. Contrary to popular belief, restarting your car does not burn more fuel than leaving it idling. In fact, idling for just 10 seconds wastes more gas than restarting the engine.

Warm up your engine by driving it, not by idling. Today's electronic engines do not need to warm up, even in winter. The best way to warm the engine is by easing into your drive and avoiding excessive engine revving. After just a few seconds, your vehicle is safe to drive! The vehicle's engine warms twice as quickly when driven.

Warm up the cabin interior by driving, not idling. Easing into your drive is also the best way to get your vehicle's heating system delivering warmer air faster. Sitting in an idling car means you are breathing in more of the dirty exhaust that leaks into the car cabin. Any warmth you may get from a car heater is not worth the damage to your health. If parked and waiting, it is healthier to get out of your car and go inside a store or building.

Protect your car engine by idling less. Frequent restarts are no longer hard on a vehicle's engine and battery. The added wear is much less costly than the cost of fuel. Idling actually increases overall engine wear by causing the car to operate for longer than necessary.

Osborn CI Celebrates Diversity

Muslim Presentation

Aida Mansoor, president of the Muslim Coalition of Connecticut gave a presentation about Muslim and Islam culture to approximately 50 Osborn Correctional Institution staff members on August 9.



Aida Mansoor, Muslim Coalition of Connecticut President

In introducing Mrs. Mansoor, who appeared at the invitation of Osborn's Diversity Committee, Counselor Supervisor A. Mu'mim stated that she hoped the presentation would be "...educational and enlightening" and would further serve to increase understanding and acceptance of the 1.7 billion people worldwide who practice Islam. Mrs. Mansoor proved to be a fascinating and dynamic speaker who covered topics such as: the history of Islamic religious texts and their interpretation; "Arabic Grammar 101" in which Mrs. Mansoor discussed common letter and sound combinations in the Arabic language; Islamic worship practices such as prayer, fasting, charity, and pilgrimage, and common misconceptions about the religion and the people who practice it. Mrs. Mansoor also shared with the audience how many Muslims offer greetings and maintain eye contact. Several slides from the Power Point demonstrated that Islam is an ethnically diverse religion whose members hail from many

different countries worldwide. Finally, Mrs. Mansoor invited all present to visit her mosque for a tour and to, "rejoice in the diversity around us."

"This was an excellent presentation, and it comes at a time when there is so much stereotyping and misconceptions drawn to the Muslim community - I thank Osborn's Diversity Committee for arranging it," said Warden Edward Maldonado. "It was very interesting and educational, and hopefully it brings a positive light to the subject matter. I am sure all staff who were able to attend learned something new and left with a different perspective of the culture."

Hispanic Heritage Celebrated

National Hispanic Heritage Month is observed from September 15 - October 15, and the staff of Osborn CI celebrated with two very special events. First, staff members were treated to a presentation by Army National Guard Lieutenant Colonel (LTC) Lesbia Nieves. LTC Nieves, who joined the service in 1987 and is the first Hispanic female to attain the rank of Lieutenant Colonel in the Conn. Army National Guard, discussed her highly decorated and distinguished career. During her years as a commissioned officer, she held various leadership positions such as Platoon Leader, Logistical Officer, and Operations and Training Officer for the CTARNG Recruiting and Retention. LTC Nieves also shared stories and insights from her 14-month combat tour in Iraq. She talked about the importance of having a strong sense of duty, honor, and integrity in all aspects of life. LTC Nieves frequently mentioned her mother who inspired her to work hard, make no excuses, constantly better herself, and to turn failure into an opportunity to begin again. On behalf of the entire Osborn staff, Warden Edward Maldonado presented her with a plaque of appreciation.

On September 16, the Diversity Committee of Osborn and Northern CI hosted two food trucks featuring Caribbean, Latin American, and organic/natural foods from Dee's Flavors and Easy StrEATS. Staff was able to purchase a wide variety of lunch specials ranging from jerk chicken, to spicy bang-bang shrimp, to the traditional dessert of Tres Leche cake.

"These events were a great opportunity for all staff to come together and learn about and celebrate the diversity and richness of Hispanic heritage," said Warden Maldonado. "These two events were a great success and I look forward to having more opportunities to learn about and celebrate many other cultures."

The Committee Behind the Awards

The Division of Parole and Community Services (P&CS) established an Awards Committee back in 2013, with the goal of creating an event that would promote staff recognition and foster employee morale. The committee formed and established a group of awards, outlined eligibility criteria for each and detailed the nomination process.

Examples of the award categories include: Professional Partner, Meritorious Service, District Office, Support and Treatment Services, Distinguished Service, Leadership, Dana Laudati and Director's award. At the annual ceremony, the committee reflects on previous year events, recognizes new staff to P&CS, recent promotions and retirements, and acknowledges parole staff who have received outside agency recognition or awards. At the yearly ceremony staff members who receive the Department of Correction's Parole Officer of the year award and recipients of the Circle of Merit Award are also recognized.

A P&CS motto and a mission for the Awards Committee was developed which correlates directly to the tremendous work accomplished by the Division:

Mission - The Department of Correction Parole & Community Services Awards Committee shall recognize and honor individuals who consistently carry out the mission of the department by exemplifying the Division's Motto of Success. The **Motto** of SUCCESS is an acronym which stands for Service, Unity, Collaboration, Consistency, Excellence, Safety and Supervision.

In 2013, the committee struggled to raise funds for the ceremony and staff appreciation, mostly relying on the generous donations of the division's Director, Deputy Directors, and Parole Managers. In the second year, the committee started a Quality of Work Life account, and began fund raising efforts. The committee works throughout the year to fundraise, collect employee nominations, and photograph parole specific events (for use in the slideshow presentation shown at the awards ceremony), along with many other time consuming tasks on top of their normal job responsibilities.

The committee's hard work culminated on an absolutely gorgeous autumn day in October, the P&CS division held their 4th Annual Staff Appreciation Day and Awards Ceremony at the Camp Niantic National Guard Base. This year, the Division combined parole officer appreciation day with the awards ceremony. With manager's donations and awards' committee funds, it was decided to have a BBQ luncheon. Commissioner Semple and the Executive Team attended the event in support of P&CS staff. Members of the committee were recognized for their longstanding commitment to promote staff recognition and wellness. Due to the committee members' hard work and dedication the ceremony was a tremendous success.



(L to R) Back Row: Kendall Howlett, Lauren Miller, Jennifer Schepp, Anne Szumigala, Nicole Thibeault, Kim DiCioccio. Front Row: Tracey Wheeler, Jill Colavolpe, Jennifer Bennett. Not Pictured: Jose Cartagena, Kim Goodman, Lindsay Carrington, Danielle Mancini, Jen Desena, Alyssa DeJohn, Sheila Thompson



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Years of Service

Employees with 20 Years of DOC Service as of August 2016

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Ayala, Santos	Lieutenant	Hartford CI	8/16/1996
Bailey, Jason	Correction Officer	NHCC	8/16/1996
Beaver, Bernard	Correctio Officer	Cen Off	8/16/1996
Boland, Rachael	Counselor	Osborn CI	8/16/1996
Bona, Robert	Captain	Garner CI	8/16/1996
Bonilla, Joselito	Correction Officer	Hartford CI	8/16/1996
Carey, James	Correction Officer	MYI	8/16/1996
Daggett, Donna	Correction Officer	Enfield CI	8/16/1996
Delos santos, Daniel	Correction Officer	York CI	8/16/1996
Drost, John	Correction Officer	Cheshire CI	8/16/1996
Gionfriddo, Dominic	Correction Officer	Hartford CI	8/16/1996
Herboldt, Jeffrey	Correction Officer	Hartford CI	8/16/1996
Hurley, Paul	Lieutenant	York CI	8/16/1996
Langlois, Jerome	Correction Officer	Garner CI	8/16/1996
Lawlor, Eric	Lieutenant	Hartford CI	8/16/1996
Leece, Steven	Lieutenant	Garner CI	8/16/1996
Levesque, Christopher	Correction Officer	Brooklyn CI	8/16/1996
Long, James	Parole Officer 2	Cen Off	8/16/1996
Lorusso, Michael	Correction Officer	Cheshire CI	8/16/1996
Mahoney, Michael	Lieutenant	MWCI	8/16/1996
Mish, John	Correction Officer	York CI	8/16/1996
Morant, Hugh	Correction Officer	CRCI	8/16/1996
Palmieri, Jamey	Counselor	Cheshire CI	8/16/1996
Parker, Renaud	Correction Officer	Hartford CI	8/16/1996
Pavia, Michael	Correction Officer	Garner CI	8/16/1996
Poling, Michael	Correction Officer	CRCI	8/16/1996
Rodriguez, Maria	Correction Officer	NHCC	8/16/1996
Santini, Helen	Parole Officer 2	Cen Off	8/16/1996
Slonski, Glenn	Correction Officer	Brooklyn CI	8/16/1996
Williams, Terri	Parole Mgr	Cen Off	3/8/1996
Zitka, David	Correction Officer	CRCI	8/16/1996

Employees with 25 Years of DOC Service as of August 2016

Thorpe, Wesley	Fscl/Admin Asst	Cen Off	8/9/1991
Omari, Patricia	Fiscal/Admin Offer	Cen Off	8/23/1991

Employees with 40 Years of DOC Service as of August 2016

Tarascio, John	Warden 2	WCCI	8/13/1976
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40 Years and Counting



Warden John T. Tarascio

Congratulations to Warden John T. Tarascio for reaching the incredible milestone of 40 years of service with the Department of Correction in August of 2016.

Code Orange Steve Tozier

Retired Warden is fighting the good fight. He has lung cancer which is spread to his brain. Tozier, who was a Warden at Willard CI, Hartford CC and Enfield CI back in the mid 1990's, has temporarily moved from his home in Florida to Boston for treatment at the Dana Farber Cancer Institute. To help offset the costs associated with his medical care, his family has started a "go fund me" page. If you wish to donate or just leave a message of support you can go to: <https://www.gofundme.com/2kb7fk4>

Dancing for a Cause

Correctional Counselor Casey Ramos led a group of Department of Correction staff members in Salsa and Bachata (a style of dance that originated in the Dominican Republic) lessons on August 17. The two-hour long class was held at the Wellness Center behind the Carl Robinson Correctional Institution. All proceeds from the dance class were donated to Special Olympics Connecticut.



Those who participated in the lessons include (not all pictured): Correction Officers Linda Hilton, Sonja Michael, Sabina Stewart and T. Carter; Candace Madison; Heather Rivino; Robin Waddell, Captain Margarita Rios; and Deputy Warden Yadira Otero.

SITCON Training at WCCI

Hats off to Captain Ronald Pittman, Correction Officer Sammy Sanabria and the SITCON team for their efforts during SITCON hostage negotiation training held in the evening at the Willard Building on September 26, 2016. The training scenarios proved to be very productive and informative, shedding awareness to the importance of being prepared for any emergency. The team led by Lieutenant John McCormick of the Enfield Correctional Institution, assisted Willard custody staff in negotiation skills during a hostage situation.

Later on in the evening a second training scenario was conducted. In this training exercise State School Teacher Gail Woznicki played the role of the warden's secretary who had been taken "hostage." SITCON members negotiated with Officer Sammy Sanabria, who was playing the role of an inmate, to resolve the situation. Along with Gail Woznicki, State School Teacher Mary Kane also attended the training, who found it to be very educational and beneficial.



State School Teacher Gail Woznicki plays the part of a hostage during SITCON training.