

## 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 aligned 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 has been approximately three months since the agency welcomed 694 colleagues to our Health Services Unit.

As you might imagine, a transition of this magnitude is very complex, and no amount of planning can successfully predict every aspect of this complicated endeavor.

I wanted to take this opportunity to update you on the progress being made with regard to the transition process.

I assure you, the agency is working diligently to fill critical healthcare related vacancies. Retaining new staff continues to be a top priority as we continue to institute an improved healthcare delivery model.

Interviews for nearly 50 direct-care positions were conducted last week and continue through this week with an emphasis on bringing new employees on-board as quickly as possible.

see [Healthcare Update/page 7](#)

August 1, 2018

through

September 28, 2018

Distributed monthly

to 5,500 staff

and via the Internet

throughout Connecticut

and the nation

by the

Department of Correction

24 Wolcott Hill Road

Wethersfield, CT 06109

## Life Star Training

If there were a medical emergency that necessitated the need for someone to be flown via helicopter to the hospital, staff members from the agency's northern facilities would know just what to do. In July, Lieutenant Christopher Ryan and Captain Jason Chapdelaine conducted training at the Osborn Correctional Institution as if there were just such.



Upon landing their helicopter on the grounds of Osborn, the Life Star team of medical personnel discussed various topics including: safety when on board with an inmate, landing zone preparation, history of the program, and weight limits. In addition to having their questions answered, department staff members were able to walk around and look inside the aircraft. Individuals from the MacDougall-Walker, Northern, Osborn, Robinson, and Willard-Cybulski facilities, along with members of CERT and K9 Units attended the training.

Dannel P. Malloy  
Governor

Scott Semple  
Commissioner

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## K9 Olympics Recap

The Department of Correction hosted the 27th Annual K9 Olympics on July 28, 2018. This is the second consecutive year that our Department hosted the event at the Officer's Beach in Enfield. A total of 36 K9 teams from all over Connecticut, Massachusetts and Rhode Island came out to compete in a variety of events including: tactical obedience, K9 obstacle course, distance/box obedience, and a simulated criminal apprehension drill.

The competition was fierce as each K9 team displayed their talents. Out of the 36 teams that competed, three of the Department's handlers and their canine partners went on to win awards. Captain Ron Zaczynski and his K9 partner Tower took second place overall. Officer Tom Huckins and his K9 partner Bowser finished in third place overall. While Officer Jessie Rainville and K9 Kai received top team in the criminal apprehension drill.

Five additional teams from the Department also competed in the event; Correction Officer Laura Paniccia and K9 Bosco, Officer Kristen Thibault and K9 Drobec, Officer Smith Payne and K9 Hugo, Officer Jason Masis and K9 Odin, and Officer James Hensley and K9 Khaos.

The event brought in approximately 4,200 spectators and raised more than \$9,000 to go to various charities including: Shriners Children Medical Burn Institute, Special Olympics CT, Dana Farber Cancer Institute, Casting for Recovery, and several smaller charities that have assisted injured officers or their K9 partners.

The event is organized by the Department of Correction, the Connecticut State Police and the UCONN Police Department. However, so many others have helped to make this event a tremendous success. Commissioner Scott Semple, Deputy Commissioner Monica Rinaldi, Deputy Commissioner Cheryl Cepelak and Director Roger Bowles provided overwhelming support for the DoC K9-Unit and the K9 Olympics. Warden William Murphy, Captain William Foote and the Carl Robinson CI staff supported the K9-Unit throughout the entire event. Thank you to John Deluca, District Manager of food services for coordinating all the food services. Also, a special thanks to Maintenance Supervisor Paul Bessette, and the District One Maintenance crew who put countless hours in prepping the K9 Olympic site. Without their efforts this event would be nearly impossible to setup.

The K9 Olympics has proven year after year to bring the community and our departmental staff together in what is truly an amazing time for all. The K9-Unit thanks everyone who attended and hopes to see all of you back again next year.



**K9 Officer Jessie Rainville and K9 partner Kai won the criminal apprehension drill at the 27th K9 Olympics.**  
*Photo courtesy of Brian Bystrek*



**Captain Ron Zaczynski and his K9 partner Tower took second place overall at the 27th K9 Olympics.**  
*Photo courtesy of Brian Bystrek*

# Succession Planning and The Importance of Cross Training

*The following article is the first of a series submitted by the Human Resources Unit on the subject of Succession Planning and Workforce Development*

Succession Planning is nothing new, but is necessary for any organization that wants to be successful. Succession Planning is the ability to identify your next leader(s). It involves knowing your staff: their strengths, skill sets, experiences, and career goals. It also brings to the forefront the developmental needs for bridging that gap to leadership. The department's Human Resources Unit and management team recognizes the importance of Succession Planning and has adopted a proactive approach because it is imperative to our continued success as an organization.

An area that is not new to the organization, but has become a trend that lends to developing the workforce and successors, are the roles of Deputy Warden Operations and Deputy Warden Programs and Treatment. Both roles can be interchanged during their tenure to gain experience and knowledge of the duties.

The following is what some of the agency's wardens and deputy wardens had to say about cross training.

**Warden Kenneth Butricks:** "Deputy wardens almost always rise through the ranks either through custody or programs and treatment. Subsequently, they have developed an area of expertise, acquired from their experiences in positions held prior to being promoted to deputy warden. Upon being promoted to warden, one is now responsible for all aspects of the facility, from the operational perspective such as custodial staff deployment, post orders, and the programs and treatment to include classification and re-entry to name a few. It only makes sense that we develop deputy wardens to the point that they have exposure and a working knowledge of both sides prior to becoming a Unit Administrator. The only real way to do that is to have them serve in both roles. It also helps and invigorates their professional development as they now have to step out of their comfort zone and seek knowledge. This is true succession planning. What better way to learn a new area of responsibility when you are working hand in hand with a partner, day in and day out, along a learning journey. It is my experience that deputy wardens enjoy helping each other along the way and have seen this dynamic actually bring folks closer. On a personal note, I served as a correction officer, lieutenant, captain, and deputy warden on the custody side. When the warden switched me to programs and treatment I did not fully understand what he was trying to accomplish. I leaned heavily on my partner at the time, as I learned and developed a working knowledge of programs and treatment. I, in turn, worked closely with the deputy warden and provided support as she learned the art of operations. I can honestly say that the switch in duties gave me even more respect for the work of the Deputy Warden of Programs and Treatment. This without a doubt, helped me develop the knowledge base and understanding needed to serve in the role of warden. Although, I did not recognize it immediately at the time, the warden switching my duties was invaluable in preparing me for the next step. When I became Warden at the Bridgeport Correctional Center, I switched the duties of the two deputy wardens and what I witnessed was the same as when I was thrust into the new role, two partners helping each other along a learning journey. I witnessed them support and mentor each other willingly, which took what could be perceived as pressure, off of them. I have seen them develop in their new roles and they have undoubtedly been better off for it and the agency has benefited as well."



Warden Kenneth Butricks

# Honor Guard Unit Recruitment

Director Roger Bowles has announced new members are being sought for the Department's Honor Guard Unit, specifically for the positions of Color Guard members, Bagpipers and Drummers.

Interested employees are encouraged to review Administrative Directive 2.16, Honor Guard for eligibility requirements including sick leave usage, discipline history, sexual harassment and workplace violence history, service ratings and physical appearance standards.



In reference to the Color Guard selection, any member of the Department of Correction with a minimum service of three (3) years shall be eligible. A letter of interest and/or resume is requested to include date of hire, three (3) years of time and attendance records, the last three (3) years evaluations and two (2) letters of reference from shift commander and immediate supervisor.

In reference to the Bagpiper/Drummer Band selection, any member of the Department with a minimum service of one (1) year shall be eligible. A letter of interest and/or resume is requested to include date of hire, one (1) year of time and attendance record, last evaluation and two (2) letters of reference from a shift commander and an immediate supervisor.

Interested employees may mail their interview packets to Lieutenant, Sergio Perez to be placed on an interview list:

**Lieutenant, Sergio Perez**  
**Honor Guard Commander/Operations Unit**  
**24 Wolcott Hill Road**  
**Wethersfield, CT 06109**

Closing date is October 8, 2018. Interviews/auditions will be conducted shortly thereafter. We are searching for the Department's finest to join this elite team. For more information, please contact Lieutenant, Sergio Perez at (860) 692-7807.

# Around the Cell Block



**COLORADO** - The state's Department of Corrections must pay for treatment for all 2,200 prisoners infected with chronic hepatitis C. Colorado will be the first state required by a settlement to fund treatment of all of its prisoners with the disease. Colorado's DoC will spend \$41 million over the next two years on treatment.

**PENNSYLVANIA** - Bill Cosby recently spent his first night behind bars at SCI Phoenix, a new 3,830-bed state prison in suburban Philadelphia. He will serve his three-to-ten-year sentence at the prison for sexually assaulting a woman at his Cheltenham Township home in 2004.

**CONNECTICUT** - An East Hartford man was arrested recently after attempting to burglarize a vehicle that a West Hartford police officer was sitting in. The officer was in an unmarked police vehicle conducting surveillance.

**Total  
Supervised  
Population  
on  
September 28, 2018**

**18,117**

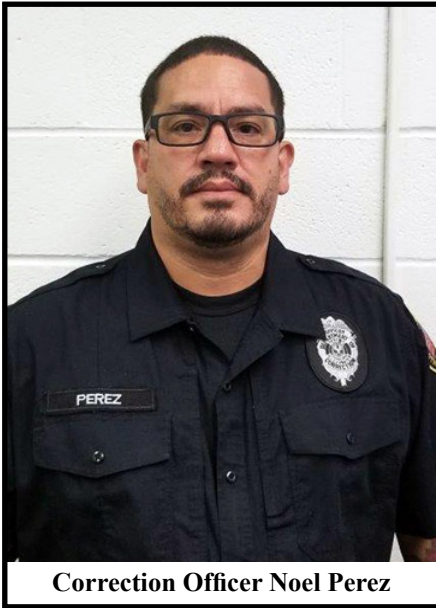
**On September 28, 2017  
the population was  
18,813**

## PROTECTORS OF THE PUBLIC

### Poolside Rescue

*The following story is a firsthand account by Correctional Officer Noel Perez of the Department's Central Transportation Unit*

My wife and I had an experience while on vacation last month on my birthday (August 4th) that will forever be with us. We were part of a few guests that assisted in saving a woman's life. While at the pool at our hotel my wife noticed a dark shadow at the bottom of the pool and asked me what it was. I could not make out what it was, so I swam in the direction of it, but as I neared it I still could not make out what it was. I thought it could have been an alligator, and fearing it was, I got out of the pool and walked along the edge, when I realized it



Correction Officer Noel Perez

was a person at the bottom of the pool.

I reached for a phone that was next to the pool to call for help, no one answered as my wife was screaming for someone who could swim to help out. I jumped into the pool and with help from other guests, we were able to bring the woman out of the pool. Along with another hotel guest, I performed CPR on the woman. By the grace of God we were able to revive her and assisted until emergency personnel arrived.

As the first few days went by we continually asked the hotel staff for information and if they had heard anything from the woman. We got a standard reply of "she's ok" and "she's still in the hospital." It wasn't until the following Tuesday when we were told that the guest had checked out and had went home. My wife and I found this to be troublesome that someone would go through an experience like that and not ask about those that were involved.

I struggled with this quite a bit, and thought to myself that maybe the woman did not survive and maybe the hotel was afraid of a lawsuit and thus did not

want us to contact the woman. As the days went by we continued to contact the hotels management through email and were told that the woman had been contacted a few times and was ok. They could not provide us the guest's information due to legal reasons. We asked if they would pass our information to her, but got no response.

A week afterwards, I contacted the Ocala Sheriff Department and got a case number, and I was told that the woman had indeed survived - which calmed my nerves. After a few more weeks went by, I contacted the sheriff's department again, and finally was able to obtain the police report. They told me previously that they could not release the report due to the case not being closed, but it finally was. I scanned the report for any information pertaining to the woman, but only found her name and address. I then searched the internet and found a site with her name and address that matched with an email.

I sent an email and within a few minutes received a reply from the woman stating that it was in fact her, and that she had been praying to God for help in finding those that saved her life and that "God had answered her prayers."

After a few more emails I gave her my number and a few minutes later my phone rang. I eagerly answered and heard her voice. She told me that her name was Tolulope, but I could call her "T," as it was easier. She was so grateful for us saving her life, telling me that, "we were now part of her family."

## PROTECTORS OF THE PUBLIC

### Lifesaving Workout

While working out at his local gym, MacDougall-Walker Correctional Institution’s Lieutenant Carlos Saavedra got more of a cardio workout than he bargained for, and as a result he is being honored as a lifesaver by the New Britain Fire Department.

Back in January of this year, Lt. Saavedra was in the middle of a workout, when he noticed several people running by him. They were not exercising, as Saavedra soon discovered, rather they were rushing to the aid of another gym member who had collapsed to the floor. The Lieutenant quickly joined them, and heard someone say that the individual on the floor was prone to seizures. It was determined that the 50-year-old man lying on the floor was not breathing, and had no pulse. Lt. Saavedra along with another gym member – who just also happened to be a nurse – initiated CPR.

The two continued performing CPR until members of the New Britain Fire Department arrived and took over the task of administering life saving measures. The medics used an AED not once, but twice to shock the patient, in hopes of regaining a heartbeat.

After several minutes, the patient regained a pulse and was able to breathe on his own. He was even able (when asked) to tell the medics his name.

Thanks to the quick thinking of both Lt. Saavedra and his fellow Good Samaritan, Brittany Morin, the man’s life was saved.

When asked by a member of the New Britain Fire Department where he learned to perform CPR, Lt. Saavedra replied that he received the training from the Department of Correction.

For his selfless actions, Saavedra received a Community Recognition Award from the New Britain Fire Department. He was presented the award during the Fire Department’s Annual Awards Ceremony on September 20, 2018, which were held at the Trinity on Main Theater in New Britain.

Congratulations Lt. Saavedra on your well-deserved award.



**(L to R): New Britain’s Fire Chief, Raul Ortiz, presents Community Recognition Awards to Brittany Morin and Lt. Carlos Saavedra**

### Lifeguard at the Pool from page 5

I was so relieved and cried with joy that I had finally heard firsthand that she in fact was ok. We were both emotional and spent about a half hour on the phone, as I gave her information about the incident. I also gave her the police report so she could find the other guest to also thank them.

Later that night my wife called her as “T” wanted to speak to her as well. They spent about another 20 minutes talking and sharing information about each other. We have gained a friend, and a new family member due to this traumatic experience.

We did not stop hoping and praying that we would hear from her and with the grace of God we found her. We found out from “T” that the hotel did not contact her at all. We have shared a life changing experience with our new family member, and are grateful for this. I would like to thank our merciful God for seeing us through this.

# Tales of Cross Training from page 3

**Deputy Warden Denise Walker:** “One of the benefits of changing roles from Deputy Warden of Operations to Deputy Warden of Programs and Treatment made me more versatile. Although I always had a deep appreciation for programs and treatment and their role in the day-to-day operation of a facility, I am learning more and more every day about exactly what that entails. At this late stage in my career it is energizing to learn new processes.”

**Warden Jose Feliciano:** “As people move forward and are promoted within the agency, they must learn how to begin to look at issues globally. It is vital that our future leaders not be one-dimensional, but rather have the ability to look at issues from every aspect. Every unit, and every staff member plays a significant role in the safety and security of this department - one is not more important than the other. This is not truly learned until staff get to see the importance that every unit plays in the success of our agency.”

“This is the major reason why deputy wardens need to have the opportunity to oversee different areas so that when they are making decisions or are looking to solve issues, that they do so knowing how it will impact everyone. It also helps in tearing down the barriers and/or walls that have been created throughout the years between custody and programs and treatment staff.”

**Deputy Warden Stacey Marmora:** “I do think that having deputy wardens switch roles is a good idea, but it should begin before we actually get promoted to deputy warden. When I was promoted, I was able to jump right into either Operations or Rehabilitative Services because I had done both Unit Management and Classification. Cross training is probably one of the most important things for those who want to become an administrator. I believe that the most effective leaders are those that can be effective in many roles.”



Warden Jose Feliciano

**Warden Scott Erfe:** “While navigating the agency growing through the ranks, we become subject matter experts in the paths we have chosen. There comes a point during our careers, regardless of rank, that even while being a subject matter expert, being one dimensional is just not enough. The realization hits that knowledge truly is power. Power to answer questions on your own, power to make informed decisions and power to have the ability to guide the facility into the future being well informed.”

“There is no one entity of the agency that is more important than the other. Each role the agency employs is important. Deputy wardens, our future wardens, have oversight of each of these roles within a correctional facility. We have seen that the best leaders of this agency are not our black and white thinkers, but those that have the ability to think in the grey. Leaders who are hybrids, have a working knowledge and are able to make sound correctional decisions and guide the facility based on experience are the best. Coming from a strictly custody/tactical background and not being afforded the opportunity to learn the other side of the house, having to make community release decisions would have been less than desirable for myself, and the agency. I believe, if given the right combination of deputy wardens, it is the duty of each warden to cross train their deputies for the better of the agency and their staff.”

see Cross Training/page 7



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## Cross Training from page 6



Warden William Mulligan

**Warden William Mulligan:** “The ability to manage effectively and make sound decisions is greatly impacted by job knowledge in all facets of the agency. Exposure to varied roles enhances a person’s ability to make informed decisions that consider the impact on all stakeholders,

not just those in your traditional area of expertise.”

**Deputy Warden Nathan Hein:** “After spending a majority of my career in Programs and Treatment, I have recently been entrusted to learn the intricacies of Operations which provides the foundation for most of what we do in the Department of Correction. The knowledge gained has been invaluable and has definitely made me a well-rounded employee with an increased ability to handle a variety of situations.”

**Deputy Warden Bryan Viger:** “I have been assigned to Programs and Treatment since February 1, 2018. Prior to this, I had minimal interaction with Programs and Treatment to include the staff. Since my assignment, I have learned so much as it applies to classification scores, risk vs needs, and in layman’s terms, what the other side does.”

“There is so much more to learn and see as I continue to be involved in the day-to-day operations of Programs and Treatment. I am thankful for this opportunity, honored to work with a new set of individuals and humbled as to how much I do not know or thought that I needed to know, as it applies to programs and treatment in corrections. I have taken this opportunity to teach programs and treatment staff what I know of operations and only hope to share a fraction of what they have already taught me.”

## Healthcare Transition Update from page 1

Perhaps the biggest challenge our agency faced when it assumed the responsibility for offender healthcare, was the number of staffing positions that had been vacant or were recently vacated due to retirement, resignation, or transfer to another agency.

As a result, we have had to rely on “temporary nurses” to alleviate the staffing shortages. The good news is that a total of 45 positions are currently in the interview process, with an additional two positions currently posted publically.

Let me reassure you, once the permanent nursing staffing levels are back or near full capacity, we will seek to reduce our reliance on temporary positions.

With regards to mental health workers, there are 11 positions being posted publically, with an additional one in the interview process, which is an increase from the previous staffing.

Where we have made great progress is in the hiring of Regional Chief Operating Officers (RCOOs) – formerly known as Health Service Administrators (HSAs).

Three of the four RCOOs were officially announced on August 31. Richard Furey will oversee the Osborn, Northern, Robinson, and Willard-Cybulski facilities. Robert Richeson will manage Garner CI, Bridgeport CC, and New Haven CC. Kirsten Shea will manage Cheshire CI, Hartford CC, MacDougall-Walker CI, and the Manson Youth Institution. Former HSA, Ron Labonte, will continue to cover Brooklyn CI, Corrigan-Radgowski CC, and York CI through the end of September while human resource staff seek to fill the final RCOO position.

More recently, I visited each facility’s healthcare unit personally to discuss your concerns, and update you on the progress being made.

Once again, I thank you all for your patience, understanding and commitment in helping to build the best offender healthcare delivery system possible.



# Leaving Her Mark in the Yukon

Thanks to Central Office's Fiscal Administrative Assistant Joyce Gosselin, the Connecticut Department of Correction has a presence in the Yukon.

Earlier this year, Ms. Gosselin began planning her lengthy road trip to Anchorage, Alaska to help her son relocate from Connecticut. While searching the internet for attractions to stop at during the lengthy car ride, she came upon an article about the Sign Post Forest in Watson Lake in the Yukon.

Travelers from around the world have been bringing signposts from their hometowns to the Sign Post Forest since 1942 and continue to do so today.

The tradition began during the Alaska Highway Project in 1942, when U.S. soldier Carl K. Lindley spent time in Watson Lake recovering from an injury. A commanding officer asked him to repair and erect the directional signposts, and while completing the job, he added a sign that indicated the direction and mileage to his hometown of Danville, Illinois. Others followed suit, and the trend caught on. In 1990, a couple from Ohio added the 10,000th sign in the Signpost Forest. Today, there are over 77,000 signs in the Forest, and the number grows each year as visitors contribute signs and continue the tradition.

The Town of Watson Lake maintains the site, adding more sign posts as they fill up. Bring along a sign to add to the forest, or make one at the Visitor Information Centre.

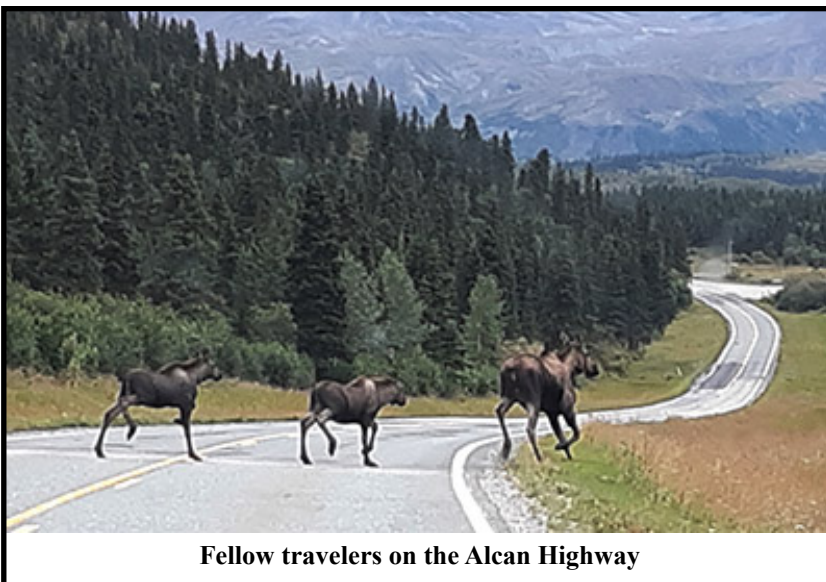
After learning of the Sign Post Forest, Ms. Gosselin decided that it was, "...just quirky enough to peak my interest."

Originally, she wanted to post a sign from her home town, then it came to her to hang a Department of Correction sign. She contacted Correctional Enterprises of Connecticut Director, James Gaglione who just happened to have an old sign that was destined for the scrap heap, and the rest as they say, is history.

Joyce and her son Mitchell began their trip on August 18 and made the roughly 4,500 mile trip – with trailer in



Fiscal Administrative Assistant Joyce Gosselin proudly displays the sign she hung in the Sign Post Forest.



Fellow travelers on the Alcan Highway

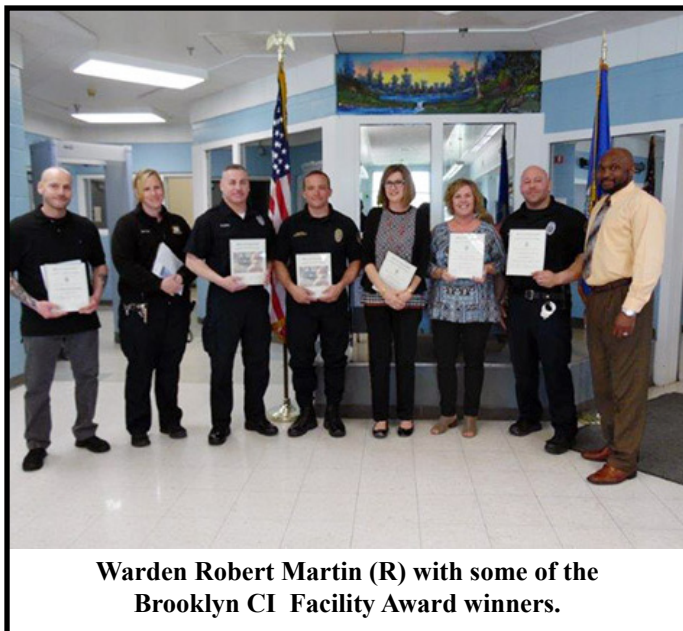
tow - from Connecticut to Anchorage in an astonishing eight days.

Even though their final destination was Anchorage, the two decided to travel the entire length of the Alaskan/Canadian Highway - for bragging rights. The Alcan Highway, as it is also known, starts in Dawson Creek British Columbia, Canada and ends in Delta Junction, Alaska. The highway is approximately 1,400 miles long, and it took the intrepid travelers just three days to drive from beginning to end.

Once her son was settled in his new home, she flew back home to Connecticut, having left her mark in the Yukon.

## Brooklyn CI Awards

The Annual Awards Ceremony for the Brooklyn Correctional Institution was held back in May.



Warden Robert Martin (R) with some of the Brooklyn CI Facility Award winners.

### 2018 Brooklyn CI Award Winners

**Officer of the Year:**

**1<sup>st</sup> Shift** - CO Holly Gedney

**2<sup>nd</sup> Shift** - CO William Kurtzenacker

**3<sup>rd</sup> Shift** - CO Michael Miele

**Support Staff of the Year:** Rec. Spec. Pauline Mahan

**Supervisor of the Year:** Lt. Edmund Sarchilli

**Public Service Award:** CO Mike Behrle

**Warden's Award:** Admin. Asst. Kelley Rochefort

**Military Staff Recognition:** CO Henry Plante,  
CO Jerry Lashway, Lt. Edmund Sarchilli

## Osborn CI Awards

Warden Wright and his administrative team held an Open House and Facility Awards Ceremony on June 26, 2018. Approximately 205 family members and/or friends attended. Corrections can be a high stress work environment for both custody and non-custody staff, and oftentimes family members who have never been inside of a prison cannot understand those stresses.

“It’s important for family members to see and appreciate where their loved ones work and the nature of the jobs they do,” said Warden Wright. He believes that it is also important to recognize the hard work and dedication of the Osborn CI staff.

### 2018 Osborn CI Award Winners

**Employee of the Year:** Secretary 2 Susan Berube

**Counselor of the Year:** Counselor Andrene Miller

**Teacher of the Year:**

State School Teacher Laurie Schaefer

**Health Services Employee of the Year:**

APRN Carol Whelan

**Food Services Employee of the Year:**

CFSS Richard Wilcox

**Officer of the Year:**

**1<sup>st</sup> Shift** - CO Henry Kozikowski

**2<sup>nd</sup> Shift** - CO Luis Ramos

**3<sup>rd</sup> Shift** - CO Brian Korzec

**Supervisor of the Year:** Lieutenant Seneca Spruill

**Warden's Award:** Captain John Manning

**Unit of the Year:** Osborn C.I. Maintenance Unit

**Training Award:** Lieutenant Christopher Ryan

## Tip-A-Cop @ MWCI

MacDougall-Walker Correctional Institution staff members participated in a Tip-A-Cop event at four Dunkin Donuts locations on August 17, 2018. Thanks to the support of our staff and the generosity of the public, they were able to raise a total of \$1,815.76 for Special Olympics.

Pictured L-R: Correction Officers Annamaria Capasso, Brian Czak, Doug Donovan, Nicholas Briatico, and Melissa Thompson, Captain Anna Dorosko, Correction Officers Patrick Velie, and Jaclyn Saunders. Officer Shannon Brown also assisted but is missing from the photo.

