

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.

Seasons Greetings

It is hard to believe that 2015 is rapidly coming to a close. As the New Year approaches, I want to take this opportunity to extend my heartfelt appreciation for all you do. It is through your dedicated service, that we are able to consistently ensure our primary goal of maintaining public safety. Looking back on the agency's successes during the past year such as, the creation of the Community Release Unit, the Cybulski Community Reintegration Center, and the Veterans Services Unit just to name a few - I cannot help but feel incredibly fortunate for having the opportunity to work with such extraordinary people. Alone, each of these accomplishments is impressive. Together, they are a record of achievement that all should be proud of.

During this hectic time of year I encourage you to take a moment to remember the many men and women, including fellow staff, who cannot be with their families because they are protecting our freedom. I am deeply grateful for their sacrifice and hope for their safe return home.

As for the family and friends of the dedicated staff of this agency, I offer a sincere gratitude for the compassionate support you provide year round, even on holidays, so that your loved ones can fulfill their daily duty of protecting the public.

As I look to the coming year, I do so with confidence and optimism that you will continue to set new standards as we implement our vision for the future with your characteristic determination and professionalism.

As for my part, I will continue to strive to ensure the public's safety, increase operational efficiencies, and perhaps most importantly, find new ways to improve employee wellness and reducing exposure to trauma.

I wish you and your families a safe and happy holiday season, and a prosperous New Year.

Sincerely,

Scott Semple
Commissioner

November 25, 2015
through
December 24, 2015

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24 Wolcott Hill Road
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Dannel P. Malloy
Governor

Scott Semple
Commissioner

Web address:
www.ct.gov/doc

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

Class 266 Graduates

The auditorium at the Maloney Center for Training and Staff Development was bulging at the seams during the graduation ceremony of Class 266 on Thursday, December 10, 2015, which saw 154 correctional professionals officially join the agency's ranks.

When Commissioner Scott Semple took to the podium to address the graduates, he continued his new tradition of sharing advice from various wardens, which he had previously solicited. One example of the advice that Commissioner Semple shared with the audience came from Warden Kimberly Weir who said, "Be fair, firm and consistent. It does work. Give inmates what they are supposed to have; nothing more, nothing less."

Following his remarks, Commissioner Semple introduced the guest speaker, State's Attorney Kevin D. Lawlor. In his address, Attorney Lawlor advised the graduates to treat each other and the inmates with respect. He also strongly suggested that if they had not done so already, to thank their families for their support.

With Attorney Lawlor's remarks concluded, the focus of the ceremony turned to the presentation of awards, certificates, and badges to the graduates.

The PRIDE award is presented to a trainee who best represents the Department of Correction motto of PRIDE by demonstrating the values of: Professionalism, Respect, Integrity, Dignity, and Excellence.

The trainee receiving the PRIDE award was nominated by their classmates,



Commissioner Scott Semple presents State's Attorney Kevin Lawlor with a plaque of appreciation.



Members of Pre-service Class 266 take the oath.

along with the backing of their Class Manager. The recipients of the P.R.I.D.E. award for pre-service class 266 were: Luis Claudio, Tyler Cruz, Frank Decusati, Giselle Gamble, Robert Nelson, and Taylor Zaldivar.

The class also recognized Correction Officer Gordon Shepard as the recipient of the Victor E. Harris, Jr. award. The Victor E. Harris, Jr. award, named for a deceased officer whose enthusiastic dedication and commitment to correctional education and training still lives on in the memory of DoC staff.

The ceremony moved on to the main event, the presentation of certificates and badges to the graduates. Many of them paused on stage to allow their loved ones to photograph them with Commissioner Scott Semple.

With all the graduates having made their way across the stage and returned to their seats, Commissioner Semple officially swore in the members of Class 266.

Following a benediction, the department's honor guard retired the colors, and the graduates proceeded out of the auditorium ready to start their careers.



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DoC Lean Gets Noticed

The Connecticut Department of Correction held its most recent week long Lean Kaizen Event at Webster Correctional Institution beginning on November 30. Four teams representing Uniform Distribution, BOPP/Pardons Process, Parole & Community Services Release Process, and Counselor Responsibilities participated in this session. This was DoC's fifth event over the last two years. The event was kicked-off by Deputy Commissioner Cepelak who talked about the importance of these projects supporting the Department's Strategic Plan, which emphasizes public safety, efficiency and wellness. Visitors participated throughout the week, including Deputy Commissioner Monica Rinaldi, who was able to meet with each team as they developed new concepts for improvement. The week ended with Lean teams presenting their plans for improvement to a full house at Webster. Commissioner Semple provided his enthusiastic support for the Lean process, reiterating how some important DoC strategic initiatives have actually been developed through Lean.

In the weeks following the event, teams will meet with the Commissioner and the executive team at "fireside chats" to go over their projects and project plans. Teams will then be scheduled for "report outs" to provide updates and be given the opportunity to address any roadblocks that need to be removed by the executive team.

In addition to the recent Lean Event, DoC has been busy sharing its accomplishments and challenges with other states. Deputy Commissioner Cepelak and Fiscal Services Director Michelle Schott, along with members of her staff, met with Rhode Island Department of Correction Director A.T. Wall and his executive team to discuss our agency's experience with Lean on October 1. Similar to Connecticut, Rhode Island's Governor has recently directed some of its executive branch agencies to begin implementing Lean. Director Wall had heard positive comments about our agency's Lean effort and decided

to reach out to us to learn more about implementing Lean in a corrections environment.

Deputy Commissioner Cepelak and Director Schott provided RI DoC Director Wall and his executive team with an overview of Connecticut's lean initiative and CT DoC's approach, process and experience. They and staff answered the Rhode Island questions and invited RI DOC to observe future Lean events. RI DoC Director Wall and his team were very impressed with our lean process and our accomplishments. He was very appreciative of our willingness to share with him and his team our experience and the lessons we have learned along our lean journey.

Lean focuses on opportunities for improvement, rather than problems. Lean facilitates doing more with less, freeing up time, providing a yes or no answer rather than a long, drawn out "maybe" and it encompasses teamwork between all levels of employees. The Department of Correction is already looking ahead to 2016 and the next Kaizen Event is scheduled for March 14-18, 2016. We are looking for processes you believe are in need of improvement. We challenge you to think about your various duties and how you do them and to identify processes where there is a potential for improvement. The processes selected as targets for improvement efforts should be strategic priorities or those for which you feel a "sense of urgency" for improving.

Once a process is identified, please send a brief description to Mike Lettieri at michael.lettieri@ct.gov by **January 8, 2016**. Once all the ideas have been collected we will submit to the Executive Team members for selection. *If you previously submitted a process for the November 2015 event, there is no need to resubmit.*



Leaning the Board of Pardons and Paroles process.

It's Hammer Time at New Haven CC



**Correction Officer
Dean Hancock**

Correction Officer Dean Hancock has worked for the State of Connecticut, Department of Correction for two years and has been assigned to the New Haven Correctional Center (NHCC).

In that short period of time, he has proven to be an asset to the facility and the agency. His humble, professional demeanor has served him well; he has recently been assigned to a critical AP Booking post.

That same demeanor may belie the fact that Correction Officer Hancock is also a professional mixed martial artist. Dean "The Hammer" Hancock has a professional record of two wins and zero losses. A recent fight was attended by a number of NHCC staff that wanted to show support and all were extremely impressed by his technical knockout win.

Dean's father, Gary Hancock, is a Correctional Officer at the Garner Correctional Institution and is an agency Behavior Management instructor. Gary Hancock earned the title of Sensei and he is the reason his son began practicing and competing as a fighter.

Dean began training in Karate when he was five years old and later became a first and second degree black belt. He competed in bare-knuckle tournaments while he was in his teens

and he also wrestled from seventh grade through high school. He has since been trained by top-ranked fighters and martial artists who are respected worldwide.

With his professional demeanor, motivation and work ethic, Dean Hancock should experience continued success in both of his chosen professions.



Dean "The Hammer" Hancock lands a punch.

Around the Cell Block



KENTUCKY - Employees with the Department of Corrections stepped away from the jail on December 14, to shop with local children in the Coat-A-Kid program. The 50 children, selected by their teachers and counselors all went home with a coat, school supplies, clothes and a toy after enjoying lunch at McDonald's. The program is a joint effort between the Department of Corrections, Meijer's Department Store and McDonald's. An average of \$10,000 is raised every year through fundraising and donations.

CALIFORNIA — They were making a list but police say it was more naughty than nice. Two probationers who were arrested in a car containing stolen packages recently in Encinitas, CA also had a "to-do" list. On it were the words: "steal mail and shoplift."

**Total
Supervised
Population
on
December 24, 2015**

19,772

*On December 24, 2014
the population was
20,131*

Commissioner's Cup Presentations

Dozens of golfers came out to support this year's Commissioner's Cup Charity Golf Tournament held at the Lyman Orchard Golf Course in Middlefield, Connecticut on September 10, 2015. A great time was had by all and as a result, a donation of \$800 was presented to the Correctional Peace Officers Foundation, Inc. An additional donation of \$800 was presented to the Northern Correctional Institution's Quality of Work Life (QWL) Committee as well. The Northern QWL was selected via a blind drawing from all the facility QWL committees. When combined, both charitable contributions totaled \$1,600.



Commissioner Semple presents Richard Loud (glasses) of the Correctional Peace Officers Foundation with a check.

Richard Loud, Field Representative for the Correctional Peace Officers Foundation, traveled to Central Office in Wethersfield on November 12, to receive the donation from Commissioner Scott Semple.

The Correctional Peace Officers (CPO) Foundation is a national, non-profit charitable organization created in 1984. Its primary function is to preserve and support the surviving families of Correctional Officers who lose their lives in pursuit of their chosen profession of protecting the public from those remanded to correctional custody and supervision in the nation's prisons and jails.

Commissioner Semple visited Northern CI to present Warden Anne Cournoyer and the facility's QWL members with their check.

Captain Greg Chandler and the rest of the tournament's organizers wish to thank all those who participated, especially the volunteers who gave their time and effort to make the event such a great success.



Commissioner Semple presents a check from the Commissioner's Cup to Warden Anne Cournoyer.

Keeping Court Order

Kenneth Edwards, Jr. an Inspector with the Chief State's Attorney's Office, Shooting Task Force, Cold Case Bureau recently wrote a letter to Commissioner Scott Semple commending the "exemplary" conduct of three Department of Correction officers during a recent murder trial. On November 9, 2015, at the Norwich courthouse, correction officers Greg Guillot, Keltz Harris, and Jonathan Peau were responsible for the custody of an inmate from the New York Department of Correction during his appearance.

As the inmate took the stand, he launched into an incoherent rant about the history of racism in the United States. As the inmate became more agitated, officers Guillot, Harris and Peau moved in, removing him from the courtroom with a minimum amount of force. Even more impressive, according to Inspector Edwards, was the manner in which the officers deescalated the situation once they got the inmate to a secure area away from the public and jurors.

"Their quick, efficient and professional actions may have averted a mistrial ruling," Inspector Edwards wrote in the letter.

Open House at Osborn

In accordance with Commissioner Semple's "Wellness Initiative" designed to reduce stress and its effects throughout the system, Warden Edward Maldonado, along with Deputy Wardens Sandra Barone and Gary Wright, hosted a Staff Family Facility Tour at Osborn Correctional Institution on the evening of December 3, 2015. The idea of an open house was actually presented by staff and was supported by the facility's administration and Quality of Work Life Committee.



Family and friends enjoy Osborn CI's open house.

The 210 family members and friends who attended were greeted in the lobby of the facility which was brightly decorated for the holiday season. They were then escorted to the visiting room where they were provided with refreshments and a welcoming speech from Warden Maldonado. After being split into groups of 25, they then received a tour of the facility's common areas by an on-duty officer.

"This facility tour was a very important and meaningful function," said Warden Maldonado. "Working in a correctional facility is a very demanding, high-stress job, and I wanted to help family and friends of staff to be supportive and understanding of the sacrifices that staff must make daily in fulfilling their commitments to the Department of Correction and its mission. I hope that this tour, with the small glance that it provided to the correctional environment, did just that."

Good Will at Garner

By baking and selling pies for Thanksgiving, staff of the Garner Correctional Institution were able to raise \$500 and in turn donate the money to Special Olympics Connecticut.



L to R: Officer Elijah Medina, Food Services Supervisor Bob Mills, Counselor Supervisor Sandra Wynkoop, Kitchen Supervisor Wil Parilla, Kitchen Supervisor Vincent Cinelli, and Captain Melinda McDaniel.

In addition, a Pay to Park was held at the facility for the purposes of supporting a food pantry in the community. After collecting \$550, the money was used to purchase food, laundry soap, and baby products in support of the cause.



School Psychologist Maria Barbagallo (L) and Counselor Beyonka Ligon.

A Link to History

One of the buildings on the grounds of the York Correctional Institution is a visiting center for male inmates called the Munger Center. Warden Stephen Faucher and his executive staff recently had the opportunity to find out just who this Elizabeth Munger person was and why a building was named after her.



Elizabeth Munger's
passport photo 1930.

Marshal Munger-Kerr, the great-nephew of Elizabeth M. Munger, drove up from Virginia to Connecticut on October 19, 2015, to present Warden Stephen Faucher and his executive staff with a commemorative silver bowl given to his Great Aunt Elizabeth M. Munger in July, 1936. Engraved on the bowl was the following inscription:

“To Elizabeth Munger From the Board of Directors. In appreciation of her ten years of devoted service as superintendent of the CT State Farm for Women. July 1936.”

During his visit, Mr. Munger-Kerr shared his knowledge of his Great Aunt's career and the conditions she faced nearly 90 years ago. In 1926, Elizabeth M. Munger began her career at the State Farm for Woman housing 250 inmates overseeing four new dormitories, industrial and administrative buildings, a maternity ward and nursery, a

receiving hospital, cafeteria, laundry, cannery, piggery, storehouse, central sewage disposal plant and machine shed. The offenders at the State Farm for Women tended to its 1,000 acre expanse and by 1932, “The Farm” as it was called, was largely self-sufficient in food supplies. Beef, veal, fowl, duck, lamb, pork, whole milk, skim milk, butter, cream, eggs, ice, vegetables and fruits were produced by the inmate labor, thereby reducing the facilities dietary budget per dinner to just eight cents a day.

As a tribute to his great aunt, Mr. Munger-Kerr has created an informational website: <http://tokala.net/Betty/Niantic.htm> (which includes many sub-sites of interest) which outlines much of the struggles Elizabeth Munger endured while running this massive undertaking.

Warden Faucher and the staff of the York Correctional Institution are very grateful for Mr. Munger-Kerr's generosity in allowing the facility to display this commemorative bowl received by his Great Aunt Elizabeth Munger in 1936.

Going Pink at Osborn CI

Warden Edward Maldonado is pleased to announce that Osborn Correctional Institution has raised both awareness and funds for Breast Cancer Awareness Month. In a campaign spearheaded by Telephone Operator Dorothy Fisher, Osborn staff has raised more than \$250 in the fight against breast cancer through the sale of “Go Pink” tee-shirts, baseball caps, wrist bands, tote bags, and even pink lollipops.

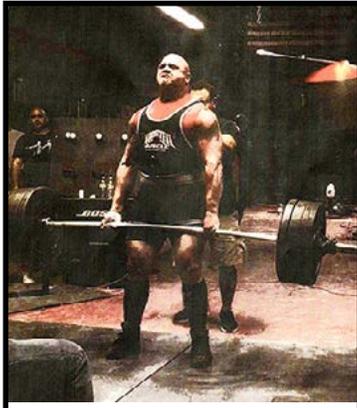
Additionally, informational brochures which detail possible warning signs and symptoms of breast cancer as well as treatment options available have been made available to staff.

“Cancer awareness is a cause that is very near and dear to me,” said Warden Maldonado. “My own mother is a cancer survivor and my father passed away from cancer at the early age of 35. I am very well aware of the tremendous impact this illness has on the loved ones and their families. So I gladly wear pink to support the fight against breast cancer whenever I can.”



L to R: Captain Jeanette Maldonado, Warden Edward Maldonado, Counselor Supervisors Sandra Violette, and Zelynette Caron

Record Breaking at Bridgeport



Officer Clark Anderson.

Correction Officer Clark Anderson of the Bridgeport Correctional Center competed in the Connecticut State Powerlifting Championship on Saturday, October 3. During the course of the event, which was held at the New Haven Powerhouse Gym, Anderson managed to set three International Powerlifting Association world records – one in the Masters Division and two in the Law Enforcement Division.

Officer Anderson was able to squat 640 lbs., bench press 400lbs., and deadlift an astonishing 650lbs.; those weights combined for a Total Weight Record of 1,690lbs.

A veteran officer of the Bridgeport Correctional Center, officer Anderson has more than 21 years of experience with the Department of Correction.

Years Of Service

Employees with 20 Years of Service as of July, 2015

Name	Title	Facility	Hire Date
Borges, Danielle	Deputy Warden	MYI	2/3/1995
Dittner, Karl	Correction Officer	CRCC	12/9/1994
Duchette, Robert	Correction Officer	WCCI	2/3/1995
Figueroa, Evelyn	Correction Officer	MWCI	8/19/1994
Lord, Monica	State School Teacher	York CI	3/31/1995
Maia, Patrick	Correction Officer	Osborn CI	10/14/1994

Employees with 25 Years of Service as of July, 2015

Byers, Sharon	Correction Officer	CRCI	7/30/1990
Adams, Philip	Correction Officer	MYI	7/13/1990
Deane, Brian	Correction Officer	MWCI	7/13/1990
Gestay-Zawilinski, Denise	Counselor	York CI	3/12/1990
Owens, Marc	Correction Officer	Garner CI	6/1/1990
Ruops, Vincent	Voel Instr	CRCI	7/9/1990
Terry, Ida	Counslr Supv	Cntrl Office	6/1/1990
Waller, Arthur	Correction Officer	NHCC	7/13/1990

Employees with 30 Years of Service as of July 2015

Lopes, Michael	Correction Officer	Cheshire CI	7/19/1985
Rubino, Gregory	Correction Officer	NHCC	7/5/1985

Safety Day



L to R: Officer Marty Wiosna of MYI, Police Officer Jeffrey Falk - Cheshire PD, and Cheshire CI's Officer Michael Hanis

Staff members from Manson Youth and Cheshire CI participated in the 1st Annual Cheshire Public Safety Day, held October 3, 2015, from 10 A.M. to 2 P.M. at the Cheshire Police Department. This function was open to the public and offered representatives from the local public safety entities to include Cheshire Police and Fire Departments, Campion Ambulance and Police Explorers.

A Warrior Dash in Honor of a Fallen Warrior

Staff from all three shifts of the Northern Correctional Institution, as well as friends from other facilities and the community at large, took part in the Warrior Dash of New England on October 3, 2015 in memory of Lt. Brad Emmelmann. The event was held at Camp Laurelwood in Madison.

The “Warrior Dash” is a 5k obstacle race that anyone can conquer. Participants had to complete 12 obstacles including the “Great Warrior Wall”, as well as leap over fire, and venture through mud-caked backroads before making their way to the finish line. Those who finished the race were rewarded with a finisher medal, a t-shirt, and a fuzzy warrior helmet.



Running to honor the memory of Lt. Brad Emmelmann

Appreciating Veterans at York CI

A ceremony to celebrate past and present veteran staff was held in the lobby of the York Correctional Institution on November 10, 2015. Lt. Michelle Marquez read a story she heard at the training academy and wanted to share it with everyone. Counselor Jeffrey Picardi read a poem he wrote honoring the fallen and present. In addition, Counselor Dionne Bond who represents the Military Peer Support Group Committee said a few words regarding the importance of commemorating Veterans Day. All participating Veterans at the ceremony received a gold badge pin from Counselor Bond on behalf of the Military Support Group.

Ruck March



A Ruck March through the Plainfield/Moosup Connecticut area coordinated by Correction Officer Peter Violette and Lt. Russell Hanes was held on November 11, 2015. The Ruck March started in Jewett City VFW Post 10004 to Plainfield High School, then back to Jewett City, hiking more than 22 miles with their packs weighing 22 lbs. The purpose of the Ruck March was to honor the veterans who have served this great nation to protect our freedoms. Those who participated in the march include: YCI C.O. Peter Violette, ROTC Dave Roderick, York C.O. George Magrey, YCI C.O. Adam Dembinski, YCI C.O. Stephen Jasmin, YCI C.O. Billy Sheppard, YCI

Lt. Michael Beaton, Retired Captain Craig Plante, Retired C.O. Darryl Lane, YCI Lt. Russell Hanes and C.O. Stephen Warren. The hope is that next year’s march will have even more participants.