

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



Some of you may have seen the Frontline documentary that aired last month on PBS (in conjunction with the New York Times) titled, *Life on Parole*. The film follows four offenders as they reenter society and adjust to the challenges of their first year on parole. If you have not had the chance to see it you can watch it online at: <http://www.pbs.org/wgbh/frontline/film/life-on-parole/>.

In addition to the documentary, there has been a series of articles published by the New York Times chronicling - in further detail - the stories of the offenders featured in the film.

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Military Appreciation Picnic

The Connecticut Department of Correction's Military Peer Support Program held its annual appreciation event for Department of Correction and Correctional Managed Health Care staff who are also members of the military (Active and Veteran) this year on July 29 at Hammonasset Beach State Park in Madison. With registered attendance at 157 staff and family, it was a well-received day complete with recognition presentations, prizes, food and family fun.

One note of thanks from one military staff member expressed: "Thank you again for the event... My family and I had a wonderful time. I was able to bring my daughter with me... That was special to me because in 20 days, she leaves for a five year enlistment in the Army. I was proud that she was able to see our Department acknowledging the service members and their families for the sacrifices they make for our country. Thank you for your time and energy. It really was a nice time. Also, my five-year-old thanks you and your volunteers for the bike he won. He really appreciates it and looks forward to learning to ride it soon."

Thanks to our agency's Military Peer Support Program Committee for their continued efforts in support of our Military staff and their families.

The Fourth Pillar - The Connecticut Statewide Recidivism Reduction Initiative

With the increase in the number of offenders being released to the community, one of Commissioner Semple's primary objectives is the creation of an environment where individuals released into the community are provided the support and opportunities that will allow them to participate as productive, contributing members of society, thereby reducing recidivism and increasing public safety. To that end, the Connecticut Department of Correction in conjuncture with the Office of Policy and Management, the Judicial Branch's Court Support Services Division, Board of Pardons and Paroles and other community providers applied for - and received - a grant of \$1.0 million from the Bureau of Justice Assistance (BJA).

The title of this grant project is the **Connecticut Statewide Recidivism Reduction Initiative (CT SRR)**.

Led by the Department of Correction, a combined network of constituent agencies, community providers, and partnerships will support the deliberate and efficient coordinating of resources for offenders returning to the community. This collaborative reentry process will be supported by individualized case planning, evidence-based assessment and programming, and supervision before and after release from incarceration to insure both accountability and the opportunity for a successful reentry for all returning individuals.

The Department of Correction's target population for the grant is young adults 18-24 (up to 25th birthday) and individuals released from prison to parole supervision. A 2011 study conducted by the Office of Policy and Management shows that young adults make up only 21 percent of the release population, but have the highest return rates amongst other age groups with a three year return rate of 73 percent.

Recidivism Reduction Initiative Goals

	<i>Target Population</i> <i>Young Adult</i>	<i>Target Population</i> <i>Parole</i>	<i>Statewide</i>
Two Year Target			
Total Recidivists	1,786	1,935	7,569
# Reduced	255	276	532
Rate Reduction %	13%	13%	7%
Recidivism Rate	64%	38%	57%
Five Year Target			
Total Recidivists	1,429	1,548	6,824
# Reduced	612	663	1,276
Rate Reduction %	30%	30%	16%
Recidivism Rate	51%	31%	51%

Parole and Special Parole are also being targeted for recidivism reduction. These individuals represent 38 percent of the OPM 2011 Cohort (excluding young adults) and have a three year return rate of 44 percent. When Young Adults are included in this population, it increases to 49 percent of the 2011 cohort and returns increase to 45 percent. The parole population's large size and high return rates for young adults and special parolees will improve the state's overall recidivism rate when reductions occur in this target population. The parole population also includes special parole; which is a mandatory, court imposed period of parole following the completion of a sentence. If an individual violates special parole, he/she may be remanded to prison for the remainder of their sentence. The special parole population has a three year return rate of 72 percent and it drops slightly to 71 percent when young adults are excluded.

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The Project to Reduce Recidivism from page 2

The five-year goal of the project is to reduce the recidivism rate by 31% in the parole population, by 51% in the young adult population, and by 51% in the statewide population. To achieve these goals, the department, in collaboration with the Center for Effective Public Policy, University of Cincinnati, University of New Haven, and Ashley Bauman LLC, have developed a five-year plan officially known as the *Statewide Adult Recidivism Reduction Strategic Planning & Implementation Guide*.

The Department of Correction will use grant funds to address the content areas of: risk and needs assessment; case management; promoting quality programs; supervision practices; direct services and operations. The agency will collect data on all performance measures required to be reported by BJA in the performance measurement system.

As part of the planning grant process, there were three areas that were identified for improvement, which could help the DoC reduce recidivism rates: the need to establish, implement, and sustain quality assurance of offender interventions to include staff training in support of best practices and ensuring fidelity to best practices; the need to expand collaborations among stakeholders serving offenders; and the third area for improvement was identified as the need for follow through to impact recidivism.

The following activities have been identified in the planning of the project:

Activity 1: Fully implement a risk and needs assessment (SCORES and WRNA) across DoC programs and validate it for Connecticut's offender populations.

Activity 2: Use risk and needs assessment to inform case planning and program assignment based RNR (Risk, Need, Responsivity) Principles.

Activity 3: Build quality assurance and program evaluation capacity across all DoC and DoC-funded activities.

Activity 4: Ensure that community programs incorporate evidence-based practices and monitor fidelity of implementation.

Activity 5: Institute graduated incentives and sanctions in community supervision.

Activity 6: Institute staff training in Evidence Based Practices.

To help manage this ambitious project, the Department of Correction has hired Heath Greene, through the Request for Proposal (RFP) process, to serve as the Project Director. Mr. Greene worked as the quality assurance coach and trainer for Community Solutions Inc - a nonprofit organization that promotes self-reliance, responsibility and accountability for at-risk and disadvantaged youth and adults. Mr. Greene's responsibilities with regard to the Second Chance Act, Statewide Recidivism Reduction Project will include oversight of planning and coordinating various initiatives including trainings, policy reviews, data collection and other initiatives that have been identified in the plan.

Planning for this project has been ongoing for the past year, but an official kickoff event – which will include all stakeholders - is scheduled to take place in September at the Maloney Center for Training and Staff Development.



**Connecticut Statewide Recidivism
Reduction Initiative Project
Director Heath Greene**



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International Baller

Deputy Warden Jesus Guadarrama has a lot to be proud of these days, his son Nicholas was recently selected to the Under 19 Puerto Rican National Basketball Team.

Currently 17 years of age, Nicholas “Nick” Guadarrama has been playing organized basketball since the first grade. He initially attended Newington High School where he was selected to the All-Conference and All-State basketball team his Junior year in 2015-2016. At a towering 6’ 6” tall, he is capable of playing at the small forward, power forward, and center positions. He transferred to the Perkiomen Prep School on an athletic scholarship to not only play basketball, but football and baseball as well – where he was named the MVP for both the school’s basketball and football teams.

The coaches from the Puerto Rican U19 National Team came to see him play at Perkiomen School and extended an invitation to travel to Puerto Rico and tryout for the team. The tryouts lasted more than a month and were held in various locations across the island such as: San Juan, Ponce, Salinas, Arecibo, Mayaguez and Guaynabo. Initially more than 30 individuals were invited to tryout, and on June 13, the group was pared down to 13 boys for 12 available spots. On June 19, the final cut was made and Nick was selected as a member of the team.

The team departed for Cairo, Egypt on June 26 to compete from July 1-9 in pool play versus teams from Egypt, Germany and Lithuania. From there they competed in tournament style play versus the likes of the perennial favorite Team USA, coached by Kentucky University’s John Calipari.

A three sport athlete (Baseball, Basketball, and Football), Nick is currently being recruited by Division I, II, and III colleges. In addition to playing in more International Basketball Federation (FIBA) tournaments, he also hopes to one day represent Puerto Rico in the Olympics.

Nick is not the only talented athlete in the Guadarrama family, his older brother Marcus is a pitcher on New London’s Mitchell College Baseball team.



Nicholas Guadarrama

Around the Cell Block



ARKANSAS - The Arkansas Department of Correction will no longer give inmates the original versions of the mail sent to them, but instead provide photocopies. The policy change resulted from intelligence received that inmates were introducing drugs into the facility by having mail soaked in liquefied drugs.

CONNECTICUT – A Hartford police officer finishing his shift, walking to his car outside of the police station was approached by two men who asked if he would sell them some cocaine. The off-duty officer then directed the two to an ATM inside the front lobby of the police station, because they said they needed money to buy the drugs. Once inside, both suspects were arrested and the money they got from the ATM was taken as evidence.

**Total
Supervised
Population
on
August 11, 2017**

18,726

**On August 11, 2016
the population was
19,546**



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 Great American Total Solar Eclipse

For the first time in nearly a century, a total solar eclipse will be visible across North America. This rare event will take place on Monday, August 21, according to NASA.

The so-called Great American Total Solar Eclipse will darken skies all the way from Oregon to South Carolina, along a stretch of land about 70 miles wide, referred to as the “path of totality.” The total eclipse viewing corridor will stretch across 14 states, according to NASA. The first sighting in the U.S. on Aug. 21 will be in Lincoln Beach, Oregon, at 9:05 am PDT (12:05 pm EST) and will last be seen in Charleston, South Carolina, at

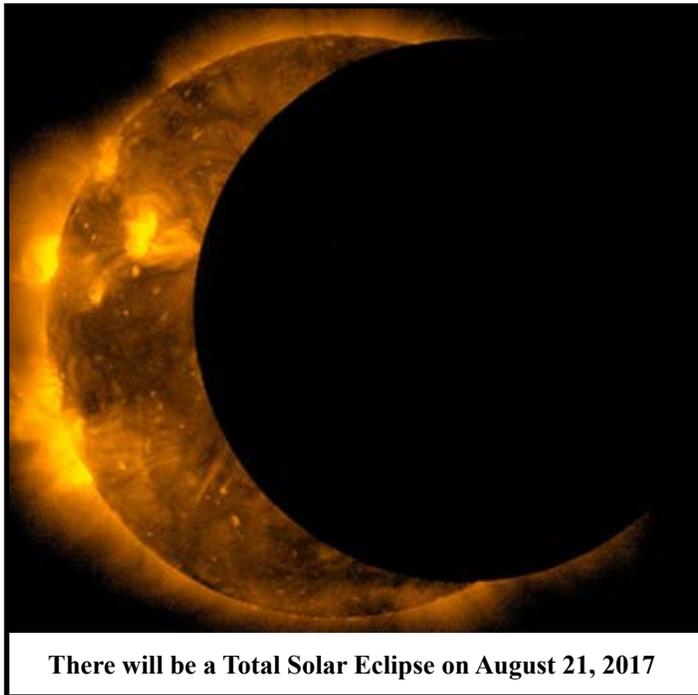
4:05 pm. It is estimated that as many as 7.4 million people are expected to pack into a 70-mile-wide band across the U.S. to watch the moon’s umbra block out the sun for a two-minute window on the third Monday in August.

The upcoming solar eclipse is the first in 99 years to sweep across the continental United States. In addition to being the first total solar eclipse with a trajectory exclusive to the U.S. since the birth of America in 1776, it is also the first total eclipse of the sun that will be visible from the contiguous U.S. since 1979.

A total solar eclipse, or total eclipse of the sun, happens when the moon passes directly between the sun and the Earth and completely covers the entire face of the sun. The phenomenon typically only lasts for about two minutes for those standing within the eclipse’s path of totality. However, a partial eclipse

— which happens when the moon only blocks a portion of the sun — usually lasts about two to three hours. During a total solar eclipse, the skies darken suddenly and the air gets noticeably colder, by about 10°F. The maximum point of the eclipse will take place near Hopkinsville, Kentucky at about 1:20 pm EST, with totality lasting for 2 minutes and 40 seconds.

It is safe to look at the sun with the naked eye and without any protection only during the totality phase of a total solar eclipse, but it is dangerous to stare directly at the sun at any other time, including during a partial solar eclipse. Looking at the sun while wearing regular sunglasses during a partial solar eclipse is unsafe, and using binoculars or telescopes without the proper equipment, including solar filters, can severely damage your eyes. Unfortunately, Connecticut does not fall under the path of the total eclipse. However, you will be able to view the partial eclipse beginning at approximately 1:25 pm. With the maximum amount of the sun being covered (67%) at 2:45 pm. With partial eclipse viewing in Connecticut coming to an end at 4:00 pm.



There will be a Total Solar Eclipse on August 21, 2017

Human Resources Reorganization

The Human Resources Department recently unveiled a reorganization of the unit that represents a major shift in the way they will do business moving forward.

What the majority of staff will notice is the increased presence and involvement of their facility's Human Resource Representative. In most cases, especially in the larger facilities, the Human Resource representative will be onsite four days per week. This will allow the Human Resources representative to become more in tune with, and an integral part of the facility's day-to-day operation.

The Human Resources representative will provide the facility/unit leadership with human resource guidance on HR processes, staffing, labor relations, human resources reporting and organizational performance optimization. One of the primary goals of the increased onsite presence is to foster increased collaboration between the facility leadership and the HR representative.

To support the increased role of the facility Human Resource representative, a Human Resource Integrated Services team has been established, which will manage many of the administrative functions that the facility Human Resource Specialist had performed in the past. The Integrated Services Team will ensure accurate system transactions, facilitate complete and timely FMLA and military leaves and support the HR team with other administrative duties.

Under the new Human Resources organizational model an additional level of support for the facility HR representatives has been created in the form of Centers of Excellence (CoE). Although, they are called Centers of Excellence, it is probably best to think of the centers in terms of HR staff members who are subject matter experts, rather than an actual physical location or "center." A Center of Excellence has been developed for each of the following key HR functions: labor relations; human resources information systems; organizational optimization; workers compensation; and staffing.

These CoEs will provide the leadership, technical support and practical guidance to enable the HR representatives to fulfill their mission of being the single point of contact regarding any human resources issue for their units/facilities leadership.

The new Human Resources model and the accompanying HR staff reassignments take effect on August 18. This new organizational model represents significant changes for both the human resources personnel as well as all other DoC employees. HR Director Jeffrey Miller asks for your patience as his staff begin to move into this new service delivery model. He firmly believes that your patience will, in the long run, be rewarded with this new way of doing Human Resources business.

An Aspiring Leader

Congratulations to Human Resources Associate, Debra Sass, for successfully completing the Aspiring Leaders Executive Development Program.

The Department of Administrative Services, in partnership with the Connecticut Training & Development Network held the Aspiring Leaders Executive Development Program for selected State of Connecticut managers. Each manager was asked to develop a capstone project proposal, utilizing training from the program, to address critical agency needs.

Ms. Sass' Capstone Project focused on the Correction Officer Selection Process, which has become the largest recruitment effort in the state. The process involves multiple units within the agency, and one of the primary goals of the project was to establish improved communication among all the entities involved.



Deputy Commissioners Monica Rinaldi (L) and Cheryl Cepelak (R) attended Debra Sass' (C) Capstone Presentation.

Parole Project from page 1

The documentary and the subsequent newspaper articles are the culmination of nearly two years of planning, coordination and unprecedented access to offenders under our supervision by the film crew and reporters.

From the countless hours that our Director of External Affairs, Karen Martucci, logged managing, coordinating and monitoring the film crew's activities – making sure that safety and security was never compromised; to the custody staff that were affected by a camera crew or reporter disrupting the regular operation of their facility - I want to take this opportunity to officially thank you all.

However, I especially want to extend my gratitude to the men and women of our Parole and Community Services Division. The documentary (and newspaper articles) clearly illustrate the challenging nature of their work. Parole Officers Lisa Brayfield, Katherine Montoya and Mark Pawlich were featured in the film, and are to be commended for their dedication to the agency and to the offenders they supervise as well. Again, a big thank you to all those involved.

On the topic of Parole, the Department of Correction has been awarded a grant of \$1.0 million from the Bureau of Justice Assistance (BJA). The grant project is officially called the ***Connecticut Statewide Recidivism Reduction Initiative***.

Although the planning process for the grant project has been ongoing during the past year, an official kickoff event to include all stakeholders in the project is scheduled for September.

This project includes collaboration with The National Parole Resource Center, The Center for Effective Public Policy, The University of Cincinnati, the Board of Pardons and Paroles, the University of New Haven, and the Council of State Governments to bolster the many initiatives already underway.

The project will include workgroups tasked with developing formalized graduated sanctions and responses to violation, modifying conditions of release, developing comprehensive case management strategies and the development and implementation of comprehensive quality assurance procedures (***for more information about the project see the related story on page 2***).

One of my primary initiatives as Commissioner is to provide Parole and Community Services staff with the resources and tools necessary to manage the shifting population and increased attention on community supervision, insuring that the department continues to lead the way with regards to the implementation of Governor Malloy's Second Chance Society initiatives. The ***Connecticut Statewide Recidivism Reduction Initiative*** grant goes a long way in helping us to achieve our goals.

K-9 Comings and Goings

It is with great pleasure to announce some new additions to the Canine Unit. On July 6, 2017, Officer Charles Ellison and his new K-9 partner Ghost, recently graduated from the 187th Connecticut State Police K9 Patrol Class. This team completed a rigorous 16-week class, where they were not only tested physically but mentally as well. With their continued perseverance, this team is now certified in obedience, tracking, aggression and evidence recovery. This canine team is eager to assist the department and its staff. Officer Ellison's first partner, Matrix, has officially settled into his retirement after seven successful years of patrol and narcotics detection. Officer Don Austin, made history with the 187th Connecticut State Police K-9 Patrol Class. Officer Austin, was the lead K-9 Instructor for Class 187 - the first Correction Officer ever to hold the position. Officer Austin's commitment, knowledge and experience to the Department of Correction and the Canine Unit are a true testament of his character and professionalism. He has been a K-9 handler for more than 15 years and a canine trainer for the last seven years.

see Dog Tales/page 9

Diversity Discussed at Carl Robinson CI

The staff at Carl Robinson facility have focused their attention on the Wellness piece of the Commissioners Strategic Plan and have hosted events that support this important initiative.

On June 21st Warden William Murphy and the Carl Robinson Diversity Council were proud to host its LGBT Pride Month celebration. The keynote speaker was Under Secretary for Criminal Justice Policy and



Under Secretary Michael Lawlor (c) speaks at CRCI.

Planning Michael P. Lawlor. This celebration was attended by Commissioner Semple and members of the Executive Team, as well as more than 50 staff members from various facilities.

Under Secretary Lawlor discussed memories of growing up in East Haven and serving as a member of the Connecticut House of Representatives. He reminisced about being on the senate floor while debating civil unions and later thinking about the children watching this issue unfold on television and the affect it would have on their futures. As a State Representative he and State Senator Andrew McDonald introduced a bill that would give same-sex couples full marriage rights in Connecticut. Connecticut later became the second state to adopt civil unions and the first state to do so without a court order. Secretary Lawlor also discussed his role in passing laws ending discrimination on the basis of sexual orientation.

At the conclusion of the presentation Warden Murphy presented Secretary Lawlor with a Certificate of Appreciation on behalf of the DOC for his participation in the Diversity Council's celebration.

Viewing the Eclipse

from page 5

How to Safely View a Solar Eclipse:

The sun's ultraviolet radiation can permanently damage your eyes. Never look directly into the sun, not even for a few seconds. To safely view a solar eclipse, you can either project or filter the sun's rays. If you prefer viewing the sun directly, use eclipse glasses or other approved solar filters. A projector allows you to view the sun without looking at it directly.

Do not use these items to view a solar eclipse:

Telescopes, binoculars, or cameras without specialized sun filters; sunglasses of any kind, even if you wear multiple pairs; color film; medical X-ray film; smoked glass; floppy disks.

Since ancient times, people have viewed the moon completely blacking out the sun as omens that indicate an impending miracle, the wrath of God, or the doom of a ruling dynasty.

In ancient China, solar eclipses were thought to be associated with the health and success of the emperor, and failing to predict one meant putting him in danger. Legend has it that two astrologers, Hsi and Ho, were executed for failing to predict a solar eclipse.

Like the ancient Chinese, the Babylonians believed that solar eclipses were bad omens for kings and rulers. Predicting solar eclipses enabled them to seat substitute kings during solar eclipses with the hope that these temporary kings would face the anger of the Gods, instead of the real king.

It has been reported during many eclipses that many different animals are startled by totality and change their behavior thinking that twilight has arrived. Although there have been few scientific studies on animal behavior during these eclipses, there is anecdotal evidence that eclipses do affect nocturnal animals - during a solar eclipse, night birds will start singing, owls will hoot and bats will fly.

The Connecticut Science Center in Hartford is hosting "Total Eclipse Monday," a community event to watch the solar eclipse, which will include a live streams along the eclipse's path of totality, and several educational activities.

Dog Tales from page 7

Officer Austin is the only Canine Handler in the department to have worked a German Shepherd, food reward narcotic Labrador Retriever and a Bloodhound. The members of the K-9 Unit are justifiably proud of Officer Austin's accomplishment.

In addition, the Canine Unit will be welcoming Nikko and Butkus, two food reward narcotics Labs starting their careers this August. Officer Rodrigues will be working with K-9 Nikko. K-9 Nikko is a yellow lab that was donated to the department thanks to Mike Bellanger of MSA Security. Mike Belanger is a retired Canine Handler from the Department of Correction and the first assistant instructor attached to the Connecticut State Police Canine Academy. This is Officer Rodrigues' second K-9 partner. His first partner, Rikki-Bobby, has retired after eight successful years of service to the Department and outside agencies as a patrol and narcotics detection dog. Officer Dexter will be working with K-9 Butkus. A black lab, Butkus was also



donated to the department thanks to America's

Vet Dogs Prison Program with the help and dedication of Correctional Counselor Joseph Timbro who oversees the program at the Enfield Correctional Institution. Officer Dexter has retired his second partner, Mack, a German Shepherd who has had seven successful years of service as a patrol and narcotics detection dog.

The members of the K-9 Unit would like to thank the department's staff for welcoming these experienced canine handlers, along with their new canine partners, into the facilities as the K-9 Unit continues to work together in supporting the department's mission.

Years Of Service

Employees with 20 Years of Service as of April 2017

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Fasano-Femicola, Sarah	Prncpl HR Spelst	Cen Off	4/7/1997
Lorenzetti, Stacy	Counselor	MYI	8/16/1996
Murray, David	VocInstr	WCCI	2/27/1997
Potter, Jonathan	Correction Officer	Brooklyn CI	1/31/1997
Rice, Leslie	StateSchoolTeacher	CRCC	4/25/1997
Riffo, Arthur	Food Svcs Supv 3	Osborn CI	4/25/1997
Roy, Steven	VocInstr	Osborn CI	4/11/1997

Employees with 25 Years of Service as of April 2017

Callender, Cicero	Lieutenant	MYI	4/3/1992
Eichner, Walter	Correction Officer	MYI	4/3/1992
Faucher, Stephen	Warden 2	CRCC	4/3/1992
Gramuglia, Anthony	Correction Officer	Hartford CC	4/3/1992
Hebert, David	Lieutenant	Osborn CI	4/3/1992
Johnston, Carol	Counselor	MYI	4/10/1992
Lawrence, Dwight	Correction Officer	CRCI	4/3/1992
O'Neill, Eileen	State School Teacher	Osborn CI	4/3/1992
Thomas, John	Lieutenant	CRCI	4/3/1992

Employees with 30 Years of Service as of April 2017

Miller, Virginia	Admin Assistnt	Cen Off	4/10/1987
Hadziutko, Lori	Secretary 2	Cheshire CI	4/24/1987

