



AROUND THE BLOCK

MASSACHUSETTS DEPARTMENT OF CORRECTION NEWSLETTER



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Director of Outreach & Engagement

Christopher Fallon

Director of Public Affairs

Diane Wiffin

Editor

Jaileen A. Hopkins

Design

Cara Savelli



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Division of Resource Management

By Todd Gundlach

The Division of Resource Management (DRM) is comprised of a dynamic group of dedicated DOC employees who pride themselves on being excellent stewards of the Commonwealth's resources. Invariably, when you mention the Division of Resource Management, everyone thinks of Human Resources. However, DRM's focus is on physical resources.

Physical resources include property, buildings and ultimately any projects being conducted on DOC property, especially if these projects involve capital expenses. DRM works closely with the Division of Capital Asset Management (DCAM) for funding of deferred and scheduled maintenance projects, technology upgrades, and physical plant improvements. DRM also works closely with every institution in the state, including county facilities, in implementing these improvements and offering technical assistance when they need professional architectural or engineering support.

DRM does this by employing knowledgeable staff members with decades of experience implementing projects and public works construction. Director Jeffrey J. Quick is a Registered Architect and has been involved with the construction of every new prison and/or major capital project at the DOC since the 1980s. Jeff's deputies, Margaret Bacon and Todd Gundlach, are both registered professional engineers, with Margaret's discipline being civil engineering and Todd's, mechanical.

Margaret Bacon runs the Concord office of DRM, while Todd Gundlach is based in Norfolk. At the Norfolk office, Project Managers Andy Bakowski, Sean Foley, Paul Hession, John Rose and Cliff Sjoquist work on many of the improvements and capital projects undertaken by the division. Andy is an LSP (licensed site professional) and handles most things environmental for the department, including asbestos abatement, renewable energy and environmental compliance.

Sean Foley oversees the seven power plants statewide and keeps those facilities in compliance and up-to-date by implementing improvement projects. Paul Hession is a registered Professional Civil Engineer and DRM's resident expert on public works contracting, having undertaken some of the larger, more recent projects such as the OCCC steam line replacement, the NCCI Laurel Building repairs and the refurbishing of the water tanks at the Bridgewater Correctional Complex. John Rose, a licensed construction supervisor with a degree in Building Construction Technology, supports the department using his background as an Environmental Health Safety Officer at MCI Norfolk. He upgraded numerous facilities recently required to have interlocked carbon monoxide detection systems. He also supervised the re-roofing projects throughout the department. Cliff Sjoquist is our resident security systems and master antenna systems specialist who has been instrumental in networking security cameras, implementing fiber optic wiring at most facilities and managing the various aspects of surveillance cited in the Hayes Report.

At the DRM Concord office, Fred Deroma and Chris Yacino support Deputy Bacon on projects including the recent upgrade and expansion of both the MCI Plymouth and Norfolk/Walpole Correctional Complex (NWCC) water pollution control facilities (WPCF). Both of these projects involved installation of the highly technical wastewater treatment process known as membrane bio reactors (MBR). These two MBRs are the only ones in place at a state agency. Unique to the old technology employed at the NWCC WPCF is the fact that the old sand filter beds were backfilled and replaced by one of the largest arrays of Photovoltaic Panels (Solar) at 264.62 kilowatts installed anywhere on Commonwealth property.

Leadership of these critical support functions of our prisons could not be undertaken without a dedicated and professional staff providing the day-to-day needs of the plants. DRM employs over 75 trades people who staff the power plants, waste water treatment plants and water systems. This staff is augmented by what is commonly known as the Core Services department. Led by Bob Sykes at the Bridgewater Correctional Complex, Core Services has grown from supplying manpower and support to the various out buildings of the BCC, into a full-blown construction arm of DRM. Recently, Core Services has undertaken critical projects such as the rebuilding of I Building at NCCI Gardner and replacing 180 feet of steam and condensate piping at the Northeastern Correctional Center.

The dedicated staff of DRM professionals ensures that adequate resources are applied where needed with the common goal of providing a safe working environment for all DOC employees.



One of the NCCI Gardner wind turbines



MCI Framingham power plant chimney repair



NCCI I-Building renovation



Shirley Shaker Building restorations

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RTC 310 being sworn in



Drill Staff and members of RTC 310



Undersecretary McCroom and Commissioner Spencer congratulate members of RTC 310



Recruit Training Class 310

By Bruce Cuscovitch, Deputy Director of Staff Development

Commencement ceremonies in honor of Recruit Training Class 310 were held on February 24, 2012, before a full house at Mechanics Hall, Worcester, MA.

The Recruit Training Class (RTC) 310 with 212 graduates, is the largest recruit class to graduate from the Massachusetts Department of Correction. The class was so large that it operated on two shifts, days and evenings at the Shirley Training Academy.

Director William A Dupre acted as Master of Ceremonies to a very enthusiastic gathering of Department staff and family and friends of the graduates. Director Dupre praised the Drill Staff who guided RTC 310 through the fast paced six week pre-service program.

Commissioner Luis S. Spencer welcomed the graduates to "Team DOC" and stressed the importance of spending time with family and friends. Commissioner Spencer later delivered the Oath of Office to the graduates, and also presented the Commissioner's Award to Correction Officer Adam J. Lusignan for achieving the highest academic average among his peers from the RTC 310.

The Keynote Address was delivered by Deputy Commissioner Peter A. Pepe, Jr., who warned the graduates to avoid complacency, aligned the graduates with the Department's Mission, Vision and Core Values and stressed the impact of positive interaction between staff and inmates.

Class Presidents Correction Officer Chester Miller III and Correctional Program Officer Michael D. Ramos were called to the stage and recognized for their leadership. President Ramos addressed the class, and expressed special appreciation for the Drill Instructor Staff.

The RTC 310 Banner Award recipients, who demonstrated leadership and the ability to positively influence each and every classmate they encounter, were Alpha Squad's Correction Officer Cory A. Shepherd of MCI Cedar Junction, and Bravo Squad's Correction Officer Davis J. Wislocki of the North Central Correctional Institution.

Executive Office of Public Safety and Security Undersecretary of Criminal Justice Sandra M. McCroom delivered special recognition to the Human Resources staff for their tremendous behind the scenes efforts to put together such a large Recruit Class. Undersecretary McCroom acknowledged the 16 Drill Staff by name for their dedicated and professional commitment to the largest Recruit Class to date. These highly respected Drill Staff are: Officer in Charge Captain Raymond Gonsalves, Senior Drill Instructors Sergeants Jaime Andrade and Joe Garretson, Drill Instructors Paul Ahern, Richard Bristow, Jessica Caffin, Jessica Vieira, Troy Kasper, Pat Leary, Derek McCarthy, David Monreal, Jay Silvia, Guillermo Villafane, and Field Training Officers Jeremiah Charette, Robert D'Amadio, and Gadiel Ortiz-Sanchez.

Post academy training involves one week of institutional orientation, five weeks of Field Training Program Preparedness Training at each new officer's assigned facility, and one week of Reconnection Training at the Academy, which signifies the end of the 12 weeks of Recruit Training. Following the Reconnection Week, all new COs and CPOs begin participation in the Field Training Program (FTP) which continues through the new officer's designated probationary period. The 212 members of RTC 310 responded to the challenges of this innovative program and quickly began performing as a functional team.

Special thanks go out to Sergeant Arthur Comer who sang both the National Anthem and God Bless America to the enjoyment of the packed house.

Religious Services

By Courtney Sheehan

The Religious Services Review Committee (RSRC) is responsible for meeting on an as-needed basis to review inmate requests for religious practices, programs, groups or items that are not already approved in the Religious Services Handbook. The purpose of the RSRC is to ensure full compliance with the Religious Land Use and Institutionalized Persons Act (RLUIPA) 42 U.S.C.S. § 2000cc-1(a)(1)-(2), and limiting potentially costly civil lawsuits. RLUIPA sets the bar quite high for prison officials. RLUIPA prohibits state governments from imposing a substantial burden on an inmate's exercise of religion unless it can be demonstrated that (1) the burden is in furtherance of a compelling governmental interest and, (2) that is it the least restrictive means of furthering that interest.

The RSRC uses the following criteria when making a determination:

- Can the inmate articulate or demonstrate a sincerely held religious belief?
- The inmate should be able to define how long she/he has practiced the faith or audited it and why the religious item or practice being sought is important in the practice of his/her faith.
- For religious dietary requests: Is the inmate's canteen food expenditures consistent with the inmate's sincerely held belief in regards to his religious dietary request?
- The Department of Correction is required to ensure an inmate's sincerity of belief in a particular religion, or sincere interest if auditing a new faith, prior to allowing him/her to fully participate in that religion.

The committee includes the following people: the Director of Reentry and Program Services Division, who functions as the Chair; the Deputy Commissioner of Classification, Programs and Reentry; the Assistant Deputy Commissioner of the Northern Sector and the Assistant Deputy Commissioner of the Southern Sector. A representative from the Legal Division is present for legal inquiries but does not participate in the RSRC deliberations. The RSRC reviews an inmate's request and the Superintendent's recommendation as to whether or not the Superintendent can accommodate the inmate's religious request or perhaps offer a modification to the inmate that will comport with the Superintendent's safety and security concerns. The RSRC then submits its recommendations to the Commissioner for final approval. Once the Commissioner has rendered his decisions, the RSRC informs the Superintendents in writing. Each Superintendent, in turn, is responsible for informing the inmate in writing of the results of his/her religious accommodation request. The Religious Services Handbook is then amended accordingly.

Residential Substance Abuse Program

By Jaileen A. Hopkins

Approximately 80% of our inmate population has either substance abuse issues or was under the influence during the commission of their crime. With public safety being our main goal, we recognize that this issue must be addressed during incarceration, with an effort to decrease the likelihood of offenders relapsing once they have been released. To achieve this, the department offers a residential substance abuse program at eight facilities. The program utilizes a modified therapeutic community approach with the goal of educating offenders in admitting to their addiction, recognizing their triggers and relapse prevention techniques.

To increase participation in the program, we have worked collaboratively with Spectrum administrators and institutional administrations. We have brainstormed on ways to make this program a success and have received tremendous support from the field. We have tried to break down the barriers and misconception that the Correctional Recovery Academy is Spectrum's program. This program is a Department of Correction program that is facilitated and coordinated collaboratively with Spectrum Health System's staff with a joint effort to reduce recidivism by addressing the substance abuse needs of our population.

The Most Unlikely Friends

By Kathleen Evers, LICSW, Maximum Security Unit Director
Bridgewater State Hospital

Bridgewater State Hospital (BSH) has always been a unique correctional environment in the Massachusetts Department of Correction (DOC). At BSH, men from across Massachusetts are admitted from the court system, county jails and state prisons to receive evaluations and treatment for a variety of significant mental health issues. In addition to those patients being admitted for evaluation and treatment of mental illness, there is another group of men who live among these individuals. Inmate workers housed at BSH serve their own state prison terms and are assigned to BSH strictly as the workforce for the hospital. Although they co-exist with the patients in nearly all areas of life including eating meals together, attending school programs and recreational activities side by side, their identity as mentors or positive role models has always been informally recognized throughout the hospital. Role models can be found in the most unlikely places, even a correctional setting. In particular, the more impaired patients at BSH have always held the inmate workers in the highest regard, often attempting to emulate and befriend them.



Approximately one year ago, staff at the hospital began to look more seriously at the possible benefits that formalizing these relationships could have. Specifically, that patients would gain peer support from those individuals that they already look up to. This support would likely encourage the very same treatment goals that the clinical and security staff were trying to help foster. These things are as simple as attention to basic hygiene, improved interpersonal skills, and a decrease in disruptive or aggressive behavioral incidents. Additionally, those inmate workers enrolled in the program would learn about themselves and grow intellectually, emotionally and spiritually. In short, they would gain a better understanding of mental illness and what it means to give selflessly to another in need, a large part of what rehabilitation is all about.

The Companion Program is a highly selective process that matches inmate workers with mentally ill, committed patients. The inmate workers have gone through an extensive initial training process, as well as ongoing weekly supervision and training, to better understand the difficulties of the patients they work with and to develop their own sense of self in the process. The nine inmate companions have gone through a series of challenges and triumphs during their six months participating in the program. They meet with patients individually, through group activities and collaboratively with the respective treatment teams when the need arises.

The benefits to the patients have been outstanding. They look forward to their companion's arrival. They are maintaining more consistent personal hygiene. They are learning social cues and acceptable interpersonal behaviors and they are more engaged in social and group activities from an otherwise isolated existence. The inmate companions have been pleased by the progress and the successes that their patient companions are making and have taken a lot of pride in having a role in these important strides. However, what's more humbling to them is the changes they've noticed in themselves. I have watched them all grow and develop their roles and their own self awareness.

The Companion Program is overseen by a team of interdisciplinary staff from BSH, including me (Kathleen Evers), Deputy Superintendent of Patient Services Pamm MacEachern, and Chaplain Peg Newman. Through this staff support, the inmate companions are offered guidance and direction in procedural and security issues, spiritual development and clinical understanding. As a clinician who has worked at BSH for more than five years, it is a privilege and an honor to work in this program and witness the humanity and the positive change that is possible from one individual helping another.



Peak The Plaza- Benefit for American Lung Association

By Sgt. Daniel Sullivan

In addition to being a valued Correction Officer at MCI Cedar Junction, Daniel Sousa is also an active member of the Army National Guard as a Crew Chief for the 180th Engineers Firefighter detachment at Otis National Airbase in Cape Cod, Massachusetts. On February 25, 2012, Dan and his team members participated in the "Peak the Plaza" Fundraiser at One Financial Plaza in Providence, RI. The event was sponsored by the American Lung Association and involved two group sessions, with one group of civilians and the other of firefighters totaling approximately 552 participants. Dan's team of firefighters valiantly climbed 29 floors (598 stairs) in full fire fighter gear and SCBA (self-contained breathing apparatus). The best recorded individual time was from a member of the Fall River Fire Fighters with a completion time of 4 minutes and 56 seconds. Dan completed the agonizing climb in 11 minutes flat. The average team time was 10 minutes and 54 seconds. The event was an overall success as a result of volunteers like Correction Officer Dan Sousa and his team. Congratulations and thanks go out to Dan and all the participants to this worthy event.

Correction Officers Bringing "Irish Cheer" to the Community

By Daniel Sullivan

On March 14, 2012, MCI Cedar Junction staffers conducted its 6th Annual Saint Patrick's Day - Green Carnation Giveaway. MCI Cedar Junction Correction Officers Michael O'Donnell, Thomas Ballantyne, Timothy O'Neil and Michael Sullivan went to the Harrington House Nursing & Rehabilitation Center and the Walpole Senior Citizens Center. The residents, senior citizens and staff were highly impressed with the Correction Officers as the officers distributed green carnations and all sang Irish folk songs together. In speaking with Correction Officer Michael Sullivan, I felt a genuine sense of joy and appreciation for his involvement in the event, as he said, "It really made me feel good getting out and meeting the elder community. The people were very appreciative and there was plenty of 'Irish Cheer' to go around. "



Al and Verna Berry receive green carnations and enjoy singing Irish Folk Songs with MCI Cedar Junction Correction Officers (left to right) Timothy O'Neil, Thomas Ballantyne, Michael O'Donnell and Michael Sullivan.

DOC COMMUNITY CORNER

If you or someone you know in the Department is doing something good for the community, we'd love to hear about it. Please e-mail any pictures or articles to Cara Savelli via Groupwise.

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SERV Opportunity

By Jessica Galligan

I was recently given the opportunity to volunteer at the Pine Street Inn to prepare food in their kitchen with the Inter-Agency SERV Team. When I first learned of the request for volunteers, I was intrigued because I saw this as an opportunity to build on the relationship between the Department of Correction and the Pine Street Inn that exists to prevent homelessness. I also felt that it was a chance for me to serve the homeless population in a different capacity although, I have to admit, I was a bit hesitant about the opportunity because I wasn't sure what to expect. I was most concerned about my cooking skills and whether they would be up to par with what I needed to do in the kitchen, but soon after I arrived, the hesitancy faded. Everyone in the kitchen including staff, students and residents of the Pine Street Inn were very kind and knowledgeable. It was a fantastic opportunity to meet with other employees of the Commonwealth and even another DOC employee that I may not have had the opportunity to otherwise meet. We all worked together as a team in Pine Street Inn's professional kitchen preparing turkeys and vegetables for the evening dinner and next day's lunches. It was interesting to learn that the food we were preparing would be provided to those in need all across the Boston area by various service providers and programs, as well as for the residents of the Pine Street Inn. At the end of the day, even though we were all hot, tired and covered in food, it was very rewarding to know that we were able to give back just a little to those in need. Overall, it was a very meaningful experience and I would gladly volunteer again.

Community Correspondents Network

Daniel Alves
Lisa Antunes
Patricia Capozzoli
John Cunningham
Mike Devine
Ryan Donlon
Steve Duxbury
Sherry Elliot
Christopher Fallon
Sharon Ficco
Bet Gentz
Paul Henderson
Jaileen Hopkins
Kimberley Lincoln
Mary Lynch
James Morrone
Debra Moschos
Anne Manning
Brenda Melanson
John O'Malley
Chris Pearson
Cara Savelli
Christopher Shlimon
Kyra Silva
Gary Temple
Roxanne Travis
Diane Wiffin
Shawn Zoldak

We're on the Web!

www.mass.gov/doc

Massachusetts Department of Correction
DOC Central Headquarters
50 Maple Street Suite 3
Milford, MA 01757

Commissioner Luis S. Spencer

Rachel Ray's Honey-Cashew Chicken Salad

Submitted by Patricia Capozzoli

1 rotisserie chicken
¼ cup sunflower or safflower oil plus 3 tablespoons
4 inches gingerroot, peeled and thinly sliced into long matchsticks
Half a sack (3 cups) mixed greens
¼ pound (¼ of 16 oz sack) of shredded cabbage
¼ cup shredded carrots
¼ seedless cucumber, thinly sliced lengthwise then cut into thin strips
2 scallions, chopped
A handful of sprouts or pea shoots
3 tablespoons duck sauce or plum sauce (3 take out packets; also available in jars on Asian food aisle)
1 teaspoon crushed red pepper flakes
2 tablespoons white, rice wine or cider vinegar
Salt, to taste
1 cup honey roasted cashews

Remove meat from chicken and chop.

Heat ¼ cup oil in a small skillet over medium heat. Fry ginger until crisp, 5 minutes. Remove and drain on paper towels.

Combine greens, cabbage, carrots, cucumber, scallions and sprouts in a salad bowl. Make the dressing: Mix the duck sauce or plum sauce with red pepper flakes and vinegar, then whisk in 3 tablespoons oil in a slow stream. Dress and toss salad and season with salt. Pile salad up on two large dinner plates. Top with chicken chunks, fried ginger and lots of honey roasted cashews.



Do you have a great recipe you'd like to share?

Email it to Cara Savelli via Groupwise. We'd be happy to feature it.

Retirements: January – March

Belcher, Carol S	12/91	Darosa, Alberta M	03/92	Maille, Raymond R	06/96
Blakeman, Roger S	03/80	Donnini, Philip M	07/79	Nolan, David F	05/81
Blette, Mark B	03/88	Ellegood, Jeff M	12/91	Perry Jr, William D	01/92
Brady, Bernard	06/77	Faulkner, Kevin	05/91	Rivera, Nelson A	01/87
Caouette, Joseph E	01/92	Gonsalves, Lawrence	12/91	Stone, Steven M	07/91
Chamallas, Stanley G	01/80	Hammond, David J	04/88	Wade, John D	09/06
Coe, Linda E	04/93	Kapise, Karen E	07/97	Watstein, Jerome	05/72

Promotions: January – March

Adamo-Kiolbasa, Ann-Marie	Deorsey, Kenneth L
Alves, Nelson B	Deveneau, Curtis A
Babin, Jeremy A	Duarte, David
Bairos, James D	Dutra, Jessica
Barros, Brett M	Fisher, Randy T
Brown, Christopher	Gallant, Patricia A
Conley, Robert C	Galligan, Jessica C
Cruz, Nester	Gotovich, Timothy



Grant, Michael G	Papagiorgakis, Gina
Hebert Jr, Thomas J	Parks, Anthony
Hocking, Stephen	Riccio, John J
Kenneway, Steven P	Savage, John W
LeBlanc, Marie A	Scannell, Keith F
Matthews, Hollie A	Sweeney, David S
Oberg, Bruce W	Therault, Bobby R
Osenton, Julie A	