

DOCS TODAY

December 2003

New York State Department of Correctional Services

Vol. 12, No. 12

‘Carrot, stick’ approach makes prisons safer



In order to protect staff as well as inmates, DOCS now mandates that all inmates be cuffed when leaving cells in disciplinary housing units like this one at Sing Sing. At the same time, a second new policy expands to all SHU inmates the privilege of earning time cuts off their disciplinary sentences. The goal of both new rules is to reduce incidents while urging inmates to improve their behavior.

Inv. Williams left a patriot as DOCS 'citizen soldier' and returns a hero

(Editor's note: Office of the Inspector General Investigator Michael L. Williams, a member of the Army National Guard, was killed in action in Iraq on October 17. Commissioner Goord delivered these remarks at his funeral on October 25 at the Antioch Baptist Church in Buffalo.)

I thank Mike's family for allowing me the honor of speaking this morning on behalf of his many friends and colleagues in the Department.

Governor Pataki regrets that he is unable to be with us this morning. He wrote a message that he asked me to deliver to Mike's widow, Carolyn. Let me read an excerpt from it:

"To Bennie, Carolyn, Nicole, Monique, Latoya and Michelle:

"I know this is a very difficult and painful time for you. But it is my hope that you will find comfort in knowing that you are in the thoughts and prayers of many who are grateful for the courage and selflessness with which Michael served. We are proud of him – and proud of you and your strength.

"We will be forever thankful for Michael's life and his contributions to our State and the security of our nation. It is a legacy in which his family and friends can take great pride.

"Libby joins me in sending our heartfelt condolences and deepest sympathy."

We at Corrections also offer our sympathies and prayers to Mike's family and friends. Flags are flying at half-staff at all our facilities today in his honor. That's be-
Please turn to page 12

This month's articles

- ***DOCS continues to follow Feds on Hep C: Page 3.***
- ***Most SHU inmates can get time cuts: Page 4.***
- ***All inmates to be cuffed leaving SHU cells: Page 5.***
- ***Experience shows PIMS successful: Page 5.***
- ***Butler: a facility with two distinct missions: Page 6***
- ***No "typical day" for nurse at Sing Sing: Page 10.***
- ***Butterflies used to teach Gowanda inmates: Page 11.***
- ***Staff changes: Page 11.***
- ***Governor mourns loss of Inv. Williams: Page 16.***



Senator Dale Volker (right) joins Commissioner Goord, DOCS employees, Guardsmen and others during the graveside service.



COs carrying Inv. Williams into the funeral parlor are (from front left) Patrick O'Donoghue, Richard Przybyl and Michael Kalinowski. Gowanda color guard stands in background.

DOCS|TODAY is published by the New York State Department of Correctional Services: George E. Pataki, Governor of the State of New York; Glenn S. Goord, Commissioner of the Department of Correctional Services; James B. Flateau, Director of the Public Information Office; Linda M. Foglia, Assistant Public Information Officer.

ON THE COVER: The masthead brings DOCS|TODAY together with its past via "Copper John," the Colonial soldier who has stood atop the front gate of Auburn, the state's oldest prison, since 1821. The American flag was affixed to his bayonet in memory of those who lost their lives during the September 11, 2001, terrorist attacks upon the United States. The flag itself was taken from a photograph of it flying above Ground Zero.

CORRESPONDENCE: Should be sent to the Department of Correctional Services, Office of Public Information, Building Number Two, Room 203, 1220 Washington Avenue, Albany, NY 12226-2050, or to the Department's Internet address: <http://www.docs.state.ny.us>

PUBLICATION: DOCS|TODAY is prepared in-house via desktop composition. Camera-ready pages are sent to the Elmira Correctional Facility and published in the print shop operated by the Division of Industries (*Corcraft*). It is available on the Department website at docs.state.ny.us

DOCS uses US rules to monitor, treat inmates with Hep C



About 150 DOCS inmates meet federal standards for treatment and are receiving care under those guidelines for hepatitis C.

Although other inmates have also been diagnosed with hepatitis C, they are not now at the advanced stage of the illness

where they require medical treatment, according to National Institute of Health (NIH) guidelines. Those inmates continue to be routinely tested by medical staff to track the status of their infection. Should they reach the stage where treatment is recommended in accordance with current NIH guidelines, they will receive the appropriate medications in an effort to help combat their illness.

The state Department of Health screens 1,000 inmates at reception every other year. Based upon the results of that screening, it has been determined that approximately one in seven inmates entering DOCS has previously been infected with hepatitis C.

That doesn't mean all of them now require treatment. But it does mean each has to be monitored under federal guidelines and treated if their condition meets NIH standards.

As part of the reception process, all inmates are screened for a variety of illnesses and to ascertain their medical histories. That helps to determine their susceptibility to diseases including hepatitis C. Inmates thought to be at risk of having hepatitis C are then tested. If those tests are positive, they may be administered appropriate treatment, once again dependant on the stage of their illness.

Inmates who have responded positively to treatment for hepatitis C continue to be monitored by Department medical staff to ensure that their symptoms don't return to the stage where they once again require treatment.

While to the general public hepatitis is simply a disease, the medical community views it more accurately as an inflamed liver. A number of different diseases can cause the liver to become inflamed.

Not too many years ago people who turned yellow were simply recognized as having a generic disease labeled hepatitis. But as it became possible to identify various viruses, experts could narrow down the cause – and therefore the treatment – for various forms of hepatitis.

In 1989, for instance, the virus now known as hepatitis C was first identified throughout the world. A few years later, a test was developed to detect it. Several strains of the virus have since been identified, some of which don't respond to treatment as well as others.

Since 1989, the rate of new infections with hepatitis C has decreased 80 percent. That's largely because blood transfusions are now screened to keep blood infected with the hepatitis C virus from being used.

Most new infections are caused by intravenous drug use. That is why the federal Centers for Disease Control have recommended that all inmates be screened for hepatitis C. It's especially important to test those whose lifestyle has included such dangerous behavior as injecting illegal drugs. Those inmates are offered testing to determine whether they are infected.

Depending upon various factors, 15-45 percent of those who get infected with hepatitis C will successfully defeat the virus and never get chronic liver disease. They can, however, get infected again.

The remainder of those with hepatitis C may develop chronic liver infection within 20-30 years. About 10 percent of them will develop liver damage severe enough to be called cirrhosis.

This can occur more rapidly if the person also has HIV infection; treatment is more difficult in these patients because of their compromised immune system. Disease progression can also occur more often if the person drinks alcohol. A large portion of those infected will never develop cirrhosis; a few who develop cirrhosis will eventually develop liver cancer.

The NIH's recommended treatment is a combination of two medications, pegylated interferon and ribavirin. The daily procedure involves a combination of injections by medical staff and oral tablets. Security staff may or may not be present when the injections are administered. Medical staff may give inmates their oral tablets daily, or inmates may be given a supply of tablets and be responsible for taking them each day

That regimen is the reason that treatment must be completed while inmate patients are still under custody.

First, there are no programs "on the outside" to fund this expensive treatment for inmates. Secondly, since the regimen includes injections, outside treatment would require prescribing hypodermic needles and syringes to inmates, who as a group have a high incidence of drug abuse in their history. Lastly, providing treatment in prison includes direct observation therapy as needed to ensure inmates are ingesting oral tablets.

The medications themselves both cause significant side effects. Although some medical centers have reported "cure rates" that are very promising, careful study of the reports shows that they are somewhat skewed. The trials treat only carefully-selected patients, with criteria that would exclude many inmates.

Many of the reports also consider only those patients actually completing treatment, ignoring the 20-30 percent who had to stop treatment because of the side effects. Actual prison treatment experience has shown that only about 20 percent of inmates successfully eliminate the virus from their systems.

New treatments are regularly being developed and tested for hepatitis C, which develops over decades, not days, months or years. So for most who have hepatitis C, there will still be time for treatment after newer and better treatments become available in the future. 

Expanded SHU time cut policy designed to increase staff safety ...

**Copies PIMS with 23% lower UI rate,
55% fewer inmate-on-staff assaults**

The Department implemented a new policy on October 1 that rewards positive inmate behavior in 38 disciplinary housing units with time cuts back into the general population.

The new Standardized Discretionary Review Program affects inmates housed in the 1,567 beds at 38 SHUs at maximum- and medium-security prisons. It builds upon the existing Progressive Inmate Movement System (PIMS) already in place at 11 disciplinary housing units with a capacity to house 3,788 inmates. (See *PIMS story on facing page.*)

Data from the PIMS and non-PIMS SHUs were examined for calendar 1999 through 2002, along with the first nine months of this year annualized for calendar 2003. That five-year comparison found that:

- All categories of Unusual Incidents occur in PIMS facilities at a rate that is 23 percent lower than in the other 38 disciplinary housing units.
- All categories of inmate-on-staff assaults occur in the 11 PIMS facilities at a rate that is 55 percent lower than in the other 38 disciplinary housing units.

A critical component of the new Standardized Discretionary Review Procedure is the involvement in the process of the civilian and security line staff assigned to SHUs – the employees who spend the most time and are the most familiar with inmates there. They will play a critical role in determining which inmates will be granted time cuts and how much time will be cut from their disciplinary sentences.

While several of the non-PIMS facilities have had time cut programs in the past, they had two major differences from the new program implemented in October:

- Line staff was not mandated to be included in the deci-

sion-making process.

- There were no statewide standard procedures for reducing disciplinary housing sanctions.

Commissioner Goord said, “Our primary mission is to ensure the safety and security of our staff. Our history shows that

when we offer inmates the ‘carrot’ of reduced disciplinary time for good behavior, that results in fewer incidents in general and attacks on staff in particular.

Commissioner Goord: “Our goal in sending inmates to disciplinary housing is to change their behavior.”

“Our goal in sending inmates to disciplinary housing is to change their behavior. We’re doing that very well in the PIMS facilities. Therefore, it makes sense to extend that process to all disciplinary housing units,” the commissioner said.

Each non-PIMS facility with an SHU has formed a review procedure committee. It is chaired by a facility executive team member. It also includes a member of the guidance/counseling staff working in the SHU as well as the day shift security supervisor in the SHU.

Inmates who have satisfactorily served the first 30 days of a disciplinary sentence of more than 90 days will be eligible for time cuts. That makes virtually all inmates housed in SHU eligible for the program.

At the discretion of facility superintendents, the program can also apply to the roughly 140 inmates each day who are serving “keeplock” sentences of more than 90 days in general confinement cells in maximum-security prisons.

SHU staff on all three shifts will first grade as “good, average or poor” the inmate’s conduct in the SHU, including behavior, attitude and relationship with staff and inmates. The discretionary review committee will then consider that information along with the offense for which the inmate is being disciplined as well as the offender’s overall prison adjustment and behavior record.

The committee will recommend whether or not a time cut should be granted. If so, the committee can recommend a time cut of up to one-half the remaining sentence. That recommendation goes to facility superintendents for



Officer monitors Oneida SHU.

Continued on page 14

... while cuffing of all inmates leaving SHU cells will reduce incidents

Rate of assaults drops 77% when inmates are cuffed

All inmates are now being handcuffed before they leave Special Housing Unit (SHU) cells.

The goal of the new security policy is to reduce the opportunity for incidents to occur that endanger either staff or inmates.

A DOCS study shows inmate-on-staff assaults can be reduced by 77 percent when inmates are cuffed coming out of or going into their cells.

The new policy took effect on October 1. It was timed to be implemented along with the changes in the time cut policy outlined on page 4.

"It is the proverbial 'carrot-and-stick' approach," Commissioner Goord said of the twin programs that have been in the planning stages for more than a year.

"The carrot is the time cut policy that tells inmates that good behavior will reduce their time in disciplinary housing. The stick is the use of handcuffs to send the message that assaults against staff or other inmates will not be tolerated."

If inmates are not to remain under escort, their wrists are cuffed in front to a waist chain. Examples are movement to showers and visiting rooms, where cuffs are usually removed.



All SHU inmates now place their hands through the slot in the cell door to be cuffed before cell doors are opened.

If inmates are to remain under escort, their wrists are cuffed behind them without a waist chain. Examples include movement to the infirmary or disciplinary hearings where cuffs are removed only in certain circumstances.

In planning the handcuff policy, staff looked at the inmate-on-staff assaults occurring during movement in maximum-security prisons for males where inmates were not being cuffed. That was compared to incidents occurring during movement at Upstate, Southport and the nine S-Blocks. These 'max' facilities for males already had procedures requiring inmates to be cuffed.

The analysis showed that during calendar years 2000-2002:

- Maximum-security SHUs, with an average of 580 inmates, recorded 145 inmate-on-staff assaults. 77 of those occurred during the movement of inmates in or out of their cells. Those 77 incidents compute to an annual average rate of 44 incidents per 1,000 inmates.
- The SHUs where inmates are cuffed during movement house an average of 3,358 inmates. 98 of the 181 inmate-on-staff assaults occurred during movement, for an average annual rate of 10 incidents per 1,000 inmates. 📖

PIMS contributes to a 28% reduction in SHU time served since '97

The Progressive Inmate Movement System (PIMS) was established in 1991 at Southport, which has 788 SHU and 150 general confinement beds.

That policy contributed to a decline in inmate-on-staff assaults in the SHU from 207 that year to 53 last year.

The PIMS initiative was expanded with the opening of the 1,200 SHU beds at Upstate in 1999 and the nine 200-bed, S-Blocks that began opening in 1998 on the grounds of Cayuga, Collins, Fishkill, Gouverneur, Greene, Lakeview, Marcy, Mid-State and Orleans.

In 1997, the year before these beds began going on line, inmates statewide received average SHU sanctions of 253 days and served 180. Over six years, the average sanction dropped to 154 days in 2002 – while the average time served declined by 28 percent to 130 days, led by time cuts under PIMS.

PIMS provides inmates with incentives to exhibit improved adjustment while serving disciplinary confinement sentences.

PIMS uses a three-level system to gradually increase inmate privileges as their behavior improves. Inmates earn time off

their disciplinary sentence through PIMS procedures. In Level I of the system, inmates receive only minimum privileges.

After 30 days of positive adjustment, inmates may enter Level II, receiving increased privileges such as participation in cell study, access to earphones and personal photographs.

After another 30 days of positive Level II adjustment, the inmate may move up to Level III. That allows an additional shower weekly, an additional one-half hour of daily exercise, the ability to possess and wear personal sneakers and shorts. Expanded privileges at Southport include the ability to increase commissary purchases and to make one collect-only telephone call every other month.

Each PIMS facility's Disciplinary Review Committee considers each inmate's behavior and adjustment. The committee reviews each inmate's case after they have completed approximately one-half the time that they have to serve on their disciplinary sentence. It can recommend to the Superintendent that time cuts be given off the length of disciplinary sentences.

Inmates moving up in PIMS level are eligible for larger time cuts and increasing incentives for positive adjustment. 📖



Two hats but a common goal

Butler

Unlike most other prisons, the 528-bed Butler facility for males wears two hats. It offers a 288-bed minimum-security component in pastoral Wayne County, from which inmates leave the prison each day in supervised crews. They go out into the community to perform work assignments for government and not-for-profit organizations. Butler's second offering is a 240-bed, in-house alcohol and substance abuse program featuring intensive counseling, group therapy and education in a medium-security setting. These programs strive to teach nonviolent offenders the work ethics and drug-free lifestyles that will help them succeed upon their release.

Butler's history of community service and substance abuse and alcohol treatment dates back to 1989, before it was the dual minimum- and medium-security facility it is today.

That's when the 288-bed Butler Shock Incarceration Facility was built in this rural setting surrounded by both heavy forest timber and open fields.

Shock is a highly-disciplined six-month program with a military theme. It relies on intensive alcohol and substance abuse

treatment, education and counseling, community service and daily physical training. Shock inmates are organized into "platoons" of approximately 50 inmates who march, calling cadence, almost everywhere they go.

The inmates rise early in the day, often before dawn, and are glad when it's lights-out. The notion is that a formal, full and rigorous schedule will meld the inmates into a person they have

Continued on facing page

Continued from previous page

never been, but one who will have the varied tools needed as to not re-offend upon their release and return to prison.

In 1990, one year after the opening of Butler Shock, the 240-bed Butler Alcohol and Substance Abuse Counseling Treatment Center (ASACTC) opened on an adjacent parcel of state-owned land. The facility was constructed in rapid fashion in order to handle the unprecedented spike in the inmate population due to the crack epidemic that was gripping not only New York but the entire nation.

At the same time, appropriate precautions were taken to ensure that the facility would be secure and safe for staff and inmates.

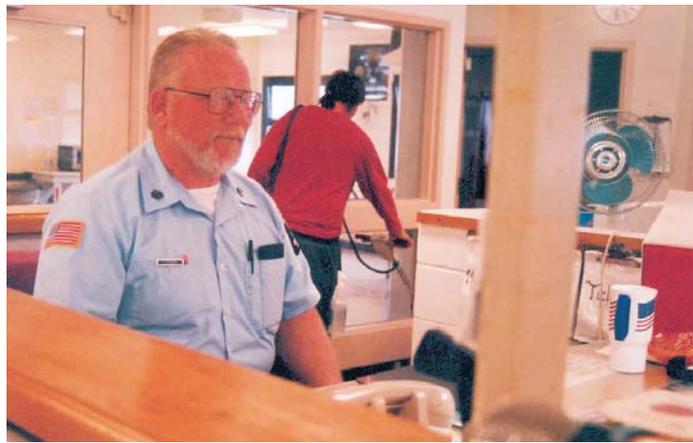
The ASACTC component program provides a continuum of intensive substance abuse treatment in a designated therapeutic setting, known as Phase I. That phase typically last six months. Then comes Phase II, a transitional period in a work-release community integration setting. Treatment and counseling continue to be provided in Phase II, which typically lasts six months, in an effort to bridge the gap from incarceration to return to the community.

The ASACTC program is only available to inmates who have at least 10 but no more than 24 months to earliest release, have a medium- or minimum-security designation and have a documented history of alcohol and/or substance abuse.

The goal is to prepare inmates for their return to their home communities to complete the second phase of their multi-pronged treatment program. Program participants are expected to find and maintain employment during Phase II and to obtain suitable living arrangements.

Phase II participants are required to be involved in one of the following alternatives for community reintegration programs:

- Assignment to a residential treatment program in the community. Program participants must report to a work release facility as required by DOCS staff for essential activities. There are currently four residential treatment options: the Altamont programs in Buffalo and Albany plus the Phoenix House sites on Phelan Place in the Bronx and on Prospect Place in Brooklyn. The Brooklyn facility is for female inmates.
- Assignment to an approved personal residence under De-



CO Rusten Staderman on duty in E-Dorm.

partment and Division of Parole supervision. Inmates must have an approved program plan consisting of employment and substance abuse treatment programs in the community. The participant is also required to report to a work release facility as required by DOCS for essential activities, including drug testing.

- Any other employment and program arrangements approved by Central Office's Division of Substance Abuse Treatment Services.

Participants in the program are evaluated monthly on their progress in meeting program goals:

- To better prepare chemically-addicted inmates for return to their families and communities upon release.
- To focus on the total needs of inmates with histories of alcohol and substance abuse.
- To ensure appropriate aftercare services in the community in which they will reside.
- To increase coordination between state agencies, local agencies, service providers and community organizations.
- To reduce relapse and recidivism rates for program participants.

Butler's ASACTC program has a long history of documented successes. That's thanks in no small part to facility staff and the efforts of registered community volunteers.

And when one looks at the numbers they can clearly see across-the-board success when it comes to the Department's

formalized and well-structured treatment programs for individuals with alcohol and substance abuse problems.

Since 1991, the Department has operated a Comprehensive Alcohol and Substance Abuse Treatment program called CASAT. It mirrors Butler's much smaller ASACTC program. Males completing CASAT return to state prison at a rate of 24 percent within three years of their release. That means that more than three in four CASAT graduates have been able to find success on the outside. By comparison, of those male inmates released since 1991 who did not take or complete the CASAT program, their three-year recidivism rate is 37 percent.

Continued on next page



Butler employees work in the village's Memorial Park during 2001's Make A Difference Day program.

Continued from previous page

“There’s a logbook in the program building where ASACTC staff has documented numerous ‘thank you’ calls from former inmates who are program graduates. That speaks volumes of the care that we provide here on a daily basis,” said Butler Superintendent James Morrissey.

“These inmates are now leading productive, sober lives,” he continued. “They’re always reaching back in gratitude, with heartwarming tales of families reunited and lives rebuilt by applying the tools taught to them by our dedicated staff members who go the extra mile.”

A look at the lay of the land

In 1993, Butler Shock was converted to the minimum-security work facility that it continues to be today. And it has made quite a lasting impact in a region that has embraced the continuing community service efforts of staff and inmates.

The Butler-minimum compound is enclosed by a four-foot-high chain link fence, and its perimeter is identified by boundary markers declaring its restricted access. Comparatively, the adjacent ASACTC compound is enclosed by a 16-foot-tall chain link fence topped with razor ribbon, and is equipped with a shaker-wire detection system.

Butler’s entire physical plant is comprised of 34 buildings on 200 acres. Each building is constructed of concrete slab floors, steel-beam, open-span girders with steel roofs and siding. Inmates in each compound are housed in a barracks-style setting, with central day rooms and toilet facilities. Some cubicles are double-bunked. Top bunks are empty but maintained as available in the event of an emergency, requiring their use.

Also located near the ASACTC compound are a Quality of Work Life/training building, constructed in 1995; a facility firing range, construction of which was completed in 1999; a maintenance building, which was added in 2000, and a salt storage shed, which was completed this year. Additionally, visiting and recycling buildings adjacent to the minimum compound were added in 1993 and 1997, respectively.

There are no vocational programs offered at Butler minimum but that doesn’t mean that the inmates aren’t kept busy. All inmates at the compound participate in a work program, whether it be on facility grounds or on a supervised community service



Inmate removes asbestos at Willard.

crew.

In addition, inmates under the age of 21 who do not have a high school diploma are required to participate in educational programming to prepare them to take their GED exams.

Inmates without a high school diploma were once required only to obtain an eighth-grade proficiency level in reading and math skills. The Department recently raised the bar by requiring inmates to attain at least a ninth-grade proficiency level in reading and math skills.

The reasoning was that eighth-grade skills are not sufficient enough to allow someone to adequately succeed in today’s society.

If space is available, other inmates are also encouraged to participate in academic programming.

Self-help study materials are available in the facility library, and self-help group for substance abuse and alcohol addiction are also available. Butler minimum also offers counseling, recreational, religious and pre-release programming designed to prepare inmates for work release or their release back home.

The average stay at Butler minimum is one year.

For the past two years, Butler minimum has provided up to three supervised inmate crews to the prison industries programmed called Corcraft. These inmates prepared millions of new pairs of license plates for shipping to New York motorists. While the new plates were manufactured at Auburn, nearly 8 million pairs of plates were packaged and shipped by Butler work crew inmates.

In 1998, Butler began providing inmates to Corcraft for training in asbestos abatement (removal). Their duties have primarily entailed asbestos removal at Auburn and Willard under the direction of Corcraft.

Asbestos abatement is measured in a variety of ways. Asbestos removed from pipes is measured in linear feet, cleanup from larger areas is measured in cubic yards and asbestos removed from big tanks and larger pipes measuring over 16 inches in diameter are measured in cubic feet.

At least 10,000 linear feet, 1,000 cubic yards and 1,000 cubic feet of asbestos had been removed by Butler inmates as of Octo-

Continued on facing page

Continued from previous page

ber. That represented a savings to the Department of more than \$250,000 when compared to hiring a private asbestos abatement contractor. It has also led to a healthier working and living environment for staff and inmates, respectively.

Butler inmates participating in the program are licensed and certified by the state. Program instructors assist in job placement in the community by perusing Department of Labor job lists, and by writing letters of recommendation, prior to an inmate's release.

Making a big impact in the community

Unquestionably, one of Butler minimum's claims to fame is the ongoing efforts of its supervised community service crews. They've made a big impact on local communities over the past 14 years, and will continue to do so in the future. And for that, local residents are extremely grateful.

"We're constantly getting phone calls, letters and cards of appreciation when it comes to the work of staff and inmates assigned to our community service crews," said Mr. Morrissey. "They've done it all over the years and we do all we can to provide crews when our assistance is requested. We pride ourselves on being a good and helpful neighbor and these crews have helped us fulfill that mission."

Since Butler opened in 1989, its crews have provided more than 1 million hours of supervised service to local communities. Last year, Butler inmates logged 35,760 hours in community service while staff provided 4,768 hours in security supervision.

Last year's efforts were among the 1,252,019 hours worked statewide by inmates on assorted projects, while security staff supervision entailed an additional 232,269 hours.

The Department's community service crews may, by state law, only benefit government and not-for-profit agencies. Inmate work is varied, depending on need. They could be as-

signed to paint churches or clear debris from cemeteries, repair Little League fields or senior citizen centers or help New Yorkers recover from natural disasters like blizzards, floods, ice storms and tornados.



Cook Harold Creller orders supplies.

Those who want inmate crews to work on their projects must certify that they cannot afford the labor to perform the work themselves, but can provide any equipment needed to complete the work (such as items like shovels and any paint which the project requires).

As a result of these requirements, inmate crews are performing work for government and not-for-profits that otherwise could not be accomplished at all. Therefore, the work performed by the inmates becomes a real benefit to the communities in which they are performed.

Among its assignments, Butler regularly provides inmate community service crews to the DEC to help with the maintenance of state parks and other conservation ventures. And this past winter, Butler crews shoveled out thousands of fire hydrants after heavy snows whacked Oswego, Auburn, Fulton and many nearby towns and villages.

Butler's crews have also collected tons of debris from local roadways, parks and other places. They have also provided extensive labor in the development of boardwalks, cribbing and handicapped access structures that have provided enjoyment and recreational opportunities for many.

Staff and inmates assigned to Butler's community service crews aren't the only ones at the two compounds who consistently make an impact in the community.

Like their counterparts at other prisons across the state, Butler staff and inmates remain active in annual Make a Difference Day activities to benefit the needy in local communities.



Butler inmates clean up Fair Haven State Park.

In 2002, employees held a benefit chicken and biscuit dinner that resulted in a donation of \$432 to the local Hospice chapter. Staff and inmates also collected can pull-tabs to benefit the Shriners Organization and staff set up a mitten tree in the lobby to solicit gloves and other winter items for the area's needy children.

Additionally, staff solicited donations from their coworkers and others and used the proceeds to buy a new stove and refrigerator for a local needy elderly woman. 

Facility Highlights

Employees at work

No typical day or down time for Sing Sing Nurse Maria Jones

There's not much down time in a typical day for Sing Sing Nurse Maria Jones.

"What I do is sick call," said Ms. Jones on a recent day from the facility's nursing station. "We have four sick call nurses for about 1,800 inmates here. That's a very heavy caseload and it's usually very busy around here."

Despite the hectic pace – Ms. Jones said inmates have the right to see a nurse as many as four days a week regarding any type of medical issue – she's not complaining.

"I really like my job," said Ms. Jones. "I take my job very seriously. I enjoy being able to help other people."

Sitting at her desk next to Ms. Jones, Nurse Joyce Gutowski echoed the sentiments of her coworker.

"It's definitely busy here, but it really is a great job," said Ms. Gutowski. "I enjoy what I'm doing. I like being able to help others."

Ms. Jones has a bachelor's degree in nursing assessment skills. In essence, that requires her to serve as a traffic cop while assessing the needs of the many inmates who come to her for help with any type of medical concern.

"I use my skills to determine whether they have to see a doctor today, next week or in two weeks," said Ms. Jones. "If I decide after assessing the situation that an inmate needs to see a doctor today, he'll be able to see a doctor today."

Because of her position, Ms. Jones said she has forged close relationships with the facility's doctors and physician's assistants. She said those bonds have helped assist her in doing her job in properly addressing the problems of those in need. She also said it's important that all medical personnel are on the same page.

Ms. Jones said she's aware of the reality that some inmates who are not in need of medical care will ask for sick call runs nonetheless, hoping a trip from the cell will provide them with some sort of break from their regular daily routine.

"Some inmates will use you, and you have to be aware of that," she said.

But Ms. Jones said her years on the job and her well-seasoned assessment skills have helped to prevent that from happening. That frees up medical staff to handle the concerns of those truly in need; it also helps save taxpayer dollars by reducing unneeded and costly security-escorted medical trips to outside hospitals.

Ms. Jones started working for DOCS in 1995 and transferred from Taconic to Sing Sing in 1998. After obtaining a nursing degree in 1976, she took a job at Rikers Island. A subsequent offer landed her in DOCS.

"I have some comfort working in prisons," she said.

As of mid-October, the Department had 850

nurses, 21 of whom were working at Sing Sing.

Under the law, all inmates are required to be provided with medical care that is equivalent with that which is available to those in the community. Ms. Jones said she understands the rationale behind that, but said compassion for those in need, even if they're inmates, also comes into play.

"I consider myself to be a compassionate person and try to do everything that I can to help those who need help," said Ms. Jones. "It's frustrating at times to have to deal with some people who cop an attitude and have no compassion, saying that you're only dealing with an inmate. I'm here to help."

Sing Sing Superintendent Brian Fischer called Ms. Jones a true professional in her field.

"She is always very willing to help those who truly need help," said Mr. Fischer. "She is to be commended for her concern and bedside manner, as are all the other nurses and medical staff who work in the facility. We have an obligation to provide appropriate medical care to those who need it and thanks to the ongoing efforts of Nurse Jones and others, we are able to meet that obligation on a daily basis." 



Sing Sing Nurse Maria Jones confers with inmate.

Gowanda inmates learn about transforming, changing lives

For the past six years, a unique program at Gowanda has given inmates a first-hand and keen insight into how lives can be transformed and changed for the better.

At the same time, the inmates are improving their education when it comes to such disciplines as math, creative writing, geography and statistics.

Each year, inmates enrolled in Gowanda Teacher Kathy Meyers' ABE class raise monarch butterflies, from seemingly insignificant tiny eggs and caterpillars that they begin to care for in August until release as adults in September, typically a 30-day cycle. It's at that time that the butterflies, which have a wingspan of about four inches, migrate south for the winter, often traveling more than 1,800 miles. During their return journey north, the monarchs stop along the way, hatch their eggs and die. After hatching and maturing, the new generation of monarchs continues the northward trip.

Ms. Meyers said the inmates are amazed at the metamorphosis process by which butterflies grow from egg to caterpillar and transform to adult. She said it seems to convince them that lives can indeed be changed and that life is extremely important.



Monarch in the caterpillar stage.

"It's quite an amazing transformation to witness and the inmates are always fascinated," said Ms. Meyers. "Like the butterflies, the inmates are in a transitional stage of sorts, when they come in here.

They have the chance

to grow into something different and something better, and they seem to sense that through the raising and monitoring of these butterflies."

As of mid-October, the inmates had raised and released 85 full-grown, healthy monarchs for their southern pilgrimage and reproduction ritual, an acquired trait in the species.

The monarchs taking flight made for a stirring sight. After being removed by inmates from a holding box where they were housed until they were strong enough to fly – a box which contained flowers to provide them with needed doses of nectar – they were released skyward, and, by instinct, quickly took flight toward their appointed destination.

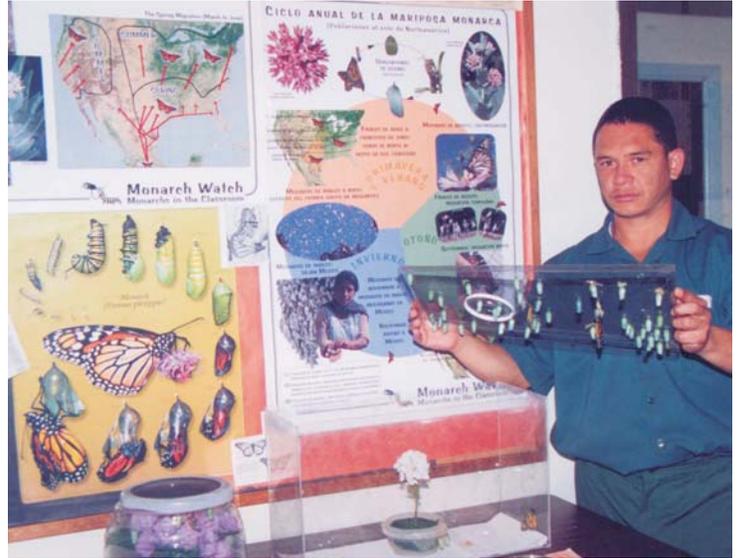
The metamorphosis process is indeed stunning and captivating. The cycle begins with a small pinhead-sized egg on the back of a milkweed leaf. The egg then turns into a caterpillar that within two weeks eats 1,000 times its weight in milkweed leaves. After attaching itself to a stem – or in this case, the top of a cage crafted by Gowanda



The monarch butterfly.

inmates – the caterpillar hangs in what is called a "J" shape. Several days later it amazingly turns into a green-colored shell known as a chrysalis.

It is inside this chrysalis, said Ms. Meyers, that a wonderful change takes place, a transformation that she believes resonates in the psyche of her inmates. Ten to 14 days after the chrysalis is



Gowanda inmate displays monarch in chrysalis stage.

formed, a beautiful monarch butterfly emerges.

Ms. Meyers, who said the inmates are required to submit regular essays on the growth process, said the program seems to make the inmates cognizant of just how quickly life can change.

"A lot of them write, 'it all happens so fast, just like my life changed when I left my family and came to prison,'" said Ms. Meyers.

But there's more than just meets the eye when it comes to Gowanda's monarch program.

Inmates are responsible for charting and graphing in order to keep track of the total number of eggs to caterpillars to butterflies taking place every day. There have been as many as 30 caterpillars, chrysalises or butterflies in the classroom at one time, increasing the chance that one or all of the stages will be witnessed by the inmates and duly cataloged.

The class also provides the inmates with geographical knowledge as they track, measure and plot the migratory flight of the monarchs. The essays are also considered important in helping the inmates prepare for their required GED exams.

"A lot of them write that when they release the butterflies and watch them fly away, it makes them realize the importance of freedom," said Ms. Meyers. 



Hundreds of employees paid their respects to their colleague who was killed in action in Iraq defending our nation.

Commissioner's Commentary ...

Continued from page 2

cause his loss is a tragedy for all New Yorkers.

Because this gentle soul was a leader, a role model, and a loving and caring example of the very best among us all.

Mike was born September 11, 1957. One of today's cruelest ironies is that he reenlisted in the Army National Guard because of the events that occurred on his 44th birthday – a date to be forever known, simply, as 9/11.

He had already served his time in the Guard and been discharged. He could have stayed home and left Operation Enduring Freedom to others.

But the same loyalty and commitment he gave to his family, his friends and his job extended to the country that he loved and honored.

Let me tell you a bit about Mike and the life he shared with Corrections.

Mike began his training with Corrections in 1984. He worked at Sing Sing, Attica, Collins and Wyoming prisons before transferring to Gowanda in 1994.

He said that being a CO was an honorable profession. Mike was proud to wear the uniform of a Correction Officer, just as he was to wear that of a military policeman.

In 1999, he chose to join our in-house cops – the Inspector General's office – in Albany. He later transferred to our field location here in Buffalo.

It was a perfect fit.

Mike was far more than just a colleague to our team of investigators statewide.

He was a leader. He was a mentor.

His zest for life was as infectious as his laughter.

Mike told his colleagues that he joined the IG because his military background had challenged him to do so. He also saw it as a natural progression from the CO ranks. And it allowed him to work with his best friend – our Investigator Frank Annarino.

Mike felt the job offered the new challenge he was always looking for. He wanted to make a difference. He wanted to help staff to perform their jobs honorably.

So he traded in his Officer's uniform for the civilian clothes worn by our investigators.



Escorting Inv. Williams home from the Buffalo airport were (from right front) COs Michael Kalinowski, Richard Przybyl and Patrick O'Donoghue.

Continued on facing page

Continued from facing page

But off-duty was another matter. Mike was a dapper dresser. He'd spend a whole day shopping for just the right clothes. He always looked great!

While he served in Iraq, he stayed in touch with his co-workers. He said he felt bad that they had to work so hard because he was not there to pull his fair share of the load. He said to keep his job open – he was coming back.

Mike left a patriot and returns a hero.

And now, we all miss him terribly.

I can fill his job; but I cannot begin to fill the hole in the hearts of his colleagues.

But we could offer Mike some small comfort on his journey here today. Those who brought him home from the battlefields of Iraq included Correction Officer Michael Tweedy. CO Tweedy had been at Mike's side as an Officer and served with him in the Army National Guard.

Mike's death is so hard for the family of Corrections because he was far more than just a colleague.

He was the friend who attended the football and basketball games of the children of his co-workers. He led the children forward – just as he did their parents.

Mike was a Christian – you just knew it, from how he lived his life.

Because that life was an example that made his colleagues re-think how they were living theirs.

Everyone in the IG's office got used to hearing about Mike from the police departments, district attorneys and other agencies that he dealt with.



CO Matthew Freitas (far right) led the color guard outside the church. Behind him (right to left) are Matthew Rutski, Laura Sowa, Wilson Alvarado, Jeffery Osgood and Robert Starr.

How professional he was. How honorable he was.

How he performed his job with integrity.

Mike's personal and professional lives are testaments for the ages.

He was – quite simply – a good, kind and decent man.

He was a loving husband, son, brother, father, grandfather – and co-worker.

He was also our friend.

Mike enriched all of our lives.

He made us proud to know him.

So I say to Mike this morning:

“May the Lord bless you and keep you.

“May the Lord make his face shine upon you and be gracious unto you.

“May the Lord lift up his countenance to you ... and give you peace.”

After delivering his remarks, Commissioner Goord presented Mrs. Carolyn Williams with the message from the Governor (a copy of which appears on page 16), as well as the state flag shown in the photo below. 📖



Gowanda's color guard at the graveside service included (from left) COs Charles Ross, Matthew Freitas, Matthew Rutski, Laura Sowa, Wilson Alvarado, Jeffery Osgood and Robert Starr.



This flag was presented to the Williams family during the funeral after being raised and lowered at Gowanda the previous day by COs Matthew Freitas (left) and Richard Westburg.

Transitions

October 2003

Name **Title** **Location**

Promotions

Jeffrey M. Brown Electronic Equipment Mech Adirondack
Lorraine Donahue Principal Clerk Personnel Altona
Louisius Charlenor Food Admin 1 Bayview
Sharon M. Buneo. Institution Steward Bedford Hills
Zacharie L. Trombley. Food Admin 1 Camp Gabriels
Melissa Higgins Calculations Clerk 2 Coxsackie
Elizabeth T. Tracy Pharmacy Aide Downstate
David P. Hallenbeck Asst Dep Supt Elmira
Larry B. McMillen. Counselor ASAT Five Points
Louis C. Bower, III Clerk 2 Five Points
Douglas Powers, Jr. Maintenance Supervisor 3 Fulton
James Pagano Food Admin 1 Great Meadow
Shereel Hylton Calculations Clerk 2 Green Haven
Patrick J. Smith. General Mechanic Groveland
Johnnie Scurry Keyboard Specialist 2 Lincoln
Kevin F. Woodruff Fire & Safety Asst. Coord Main Office
Kathleen E. Heath Asst Dir Temporary Release Main Office
Donna M. Kurtzner Services Manager Main Office
Linda Castro Secretary 1 Main Office
Laura Bell Calculations Clerk 2 Marcy
Christopher Gundersen Plant Utilities Engineer 3 Mt. McGregor
Gary W. Bogdan Plant Utilities Engineer 1 Mt. McGregor
Michael P. Hamblin. Plant Utilities Engineer 2 Mt. McGregor
Deborah S. Darbee. Payroll Clerk 3 Sing Sing
Cheryl A. Hale Clerk 2 Sing Sing
John K. Mahoney. Recreation Program Leader 2 Sing Sing
Noreen Hart Inmate Records Coord 1 Sing Sing
Anne Marie McVicker. Institution Steward Sing Sing
Bernard T. Wojnarek Nurse Administrator 1 Southport

Leanne H. Vandegrift. Keyboard Specialist 2 Southport
Debbie K. Kemp Institution Steward Upstate
Ann E. Fiorini. Head Account Clerk Washington
Karen Mae Moseley Inmate Records Coord 1 Watertown
Joseph Irvin General Mechanic Wende
Edward R. Wolf. Motor Vehicle Operator. Willard
Shari Norton Principal Account Clerk. Wyoming
John Rich Correction Captain Gouverneur
Gene Niles Correction Captain Mid-Orange
James Bell Correction Captain Upstate
Reginald S. Ferguson Correction Lieutenant Arthur Kill
Mark Passage Correction Lieutenant Bayview
Theodore C. Zerniak Correction Lieutenant Bedford Hills
Michael Cappadonia Correction Lieutenant Taconic
Mark V. Ballachino Correction Sergeant Arthur Kill
Patrick B. Murling. Correction Sergeant Bayview
David Whaley Correction Sergeant Bayview
Randy E. Bice Correction Sergeant Bedford Hills
Gerald N. Hoyland Correction Sergeant Camp Pharsalia
Christopher J. Skomski. Correction Sergeant Edgecombe
Mark T. Erhardt. Correction Sergeant Fishkill
Brian T. Fort Correction Sergeant Green Haven
Ronald Ellis. Correction Sergeant Green Haven
Laurence J. McMahon Correction Sergeant Taconic
Robert W. Bock Correction Sergeant Taconic

Retirements

Thomas C. Sanders Sr Industrial Supt. Adirondack
Gian Ahuja Calculations Clerk 1 Arthur Kill
David T. Cook Principal Account Clerk. Auburn
Linnea A. Cushman Nurse 2. Georgetown
John T. Mitchell Nurse Administrator 1 Clinton
Jeffrey Layhee Vocational Instructor 4 Clinton
Carol M. Gillespie Keyboard Specialist 2 Clinton
Daniel J. Bylbie. Plant Utilities Engineer 1 Collins

Discretionary review ...

Continued from page 4

their action. Any time cut of two years or more, however, must be approved in Albany by the Deputy Commissioner for Correctional Facilities. Other than that exception, all time cut decisions made by the superintendent are final. They are not appealable to Albany.

Time cuts are conditionally suspended for a period of time equal to the length of the time cut. If the inmate receives an additional Tier II or Tier III disposition within that period, then the entire time cut may be restored and the inmate will spend the full length of the original disposition in disciplinary housing. That is on top of the time to be served for the additional Tier offense.

If denied a time cut, the inmate may ask the committee to exercise its discretion and review its decision at a subsequent monthly meeting. 

Continued on facing page

On the web ...

Readers with Internet access can obtain information on the world wide web from the offices of both Governor Pataki and Commissioner Goord. Their addresses:

Governor Pataki: <http://www.state.ny.us>

Commissioner Goord: <http://www.docs.state.ny.us>

Colorized editions of DOCS|TODAY, beginning with the January 2003 edition, now appear on the DOCS website. Editions are posted as PDFs when they are sent to the Elmira print shop for publication. 

Continued from facing page

Lucinda Melino-Antolick	Ed Supr (Vocational)	Coxsackie
James M. Lindsay	Teacher 4	Coxsackie
Daniel M. Buchenholz	Electrician	Downstate
Donald Rider	Head Farmer	Eastern
Michael F. Stanley	Chaplain	Elmira
Darrell A. McEathron	Plant Utilities Engineer 3	Fishkill
Vicki Coughlin	Principal Account Clerk	Fishkill
Stanley T. Ike	Cook	Five Points
Ronald D. Franze	Plant Superintendent B.	Gowanda
Janet Sharp	Teacher 4	Gowanda
Richard Nathan	Teacher 4	Green Haven
Emelie M. Gray	Keyboard Specialist 1	Greene
Richard Concra	Teacher 4	Greene
Eugene Deangelis	Laundry Supervisor	Greene
Mattie E. Alleyne	Dentist 3	Groveland
David J. Gomula	Motor Vehicle Operator	Hale Creek
Neal Franklin	Plant Utilities Assistant	Lakeview
Sabur Abdur Salaam	Chaplain	Marcy/Oneida
Beverly K. Annis	Nurse 2	Mid-State
Evan S. Pearl	Plant Utilities Engineer 3	Mid-State
Sandra M. O'Neil	Nursing Assistant 2	Mohawk
Muriel A. Rex	Supvr. Volunteer Tutors	Oneida
Beverly K. Annis	Nurse 2	Oneida
John R. Beaver	Superintendent	Orleans
Abdul M. Hasan	Chaplain	Orl/Wyo
Duane R. Adams	Head Cook	Riverview
Margaret J. Mitchetti	Inmate Records Coordinator 1	Shawangunk
Chester P. Weaver	Head Cook	Shawangunk
Linda K. Pollack	Stores Clerk 2	Sullivan
Harold W. Roberts, Jr.	Senior Mail & Supply Clerk	Ulster
Jeffrey L. Heusser	Ed Supvr (Vocational)	Washington
Richard Faulkner	Correction Captain	Adirondack
Edward J. Borden	Correction Lieutenant	Attica
Herbert Agnew	Correction Lieutenant	Camp Gabriels
William J. Costello	Correction Lieutenant	Greene
Edd R. Martin	Correction Lieutenant	Wende
David R. Willis	Correction Sergeant	Cape Vincent
Sophie Davis	Correction Sergeant	Downstate
William D. Rigney	Correction Sergeant	Greene
Raymond E. Ogden	Correction Sergeant	Oneida
Johnny Lamar, Sr.	Correction Officer	Altona
Vernice R. Desport	Correction Officer	Bayview
Ian D. Paine	Correction Officer	Chateaugay
Robert C. Zelinski	Correction Officer	Clinton
William E. Siskavich	Correction Officer	Clinton
Anthony M. Buttarro	Correction Officer	Coxsackie
Thomas A. Guadalupe	Correction Officer	Downstate
Clyde Stephen	Correction Officer	Fulton
Robert C. Muller	Correction Officer	Fulton
Daniel G. Hurlburt	Correction Officer	Great Meadow
Alan James Drinkwater	Correction Officer	Groveland
John R. Lynch	Correction Officer	Mt. McGregor
Donald J. Fairbridge	Correction Officer	Ogdensburg

Michael R. Gooley	Correction Officer	Ogdensburg
Keith A. Campbell	Correction Officer	Otisville
Theophilus J. Alcantara	Correction Officer (SL)	Queensboro
John M. Eley	Correction Officer	Queensboro
Robert J. Cronkrite	Correction Officer	Riverview
Barton H. Stevens	Correction Officer	Shawangunk
Daisy Mitchell	Correction Officer	Shawangunk
William P. Meck	Correction Officer	Southport
Duane A. Hannold	Correction Officer	Sullivan
Thomas Farns	Correction Officer	Upstate
Gail Doreo	Correction Officer	Walkkill
Richard B. Kingsley	Correction Officer	Washington

Deaths

Thomas A. Hagadorn	Electronic Equipment Mech	Five Points
Michael Williams	Investigator	Main Office
Maceo M. Freeman	Chaplain	Wyoming 📖



Honoring a hero

Army National Guard Sergeant and Gowanda CO Gene Heintz displays the memorial plaque signed by facility employees that was presented to Investigator Michael Williams' family.



STATE OF NEW YORK
EXECUTIVE CHAMBER

ALBANY 12224

GEORGE E. PATAKI
GOVERNOR

October 25, 2003

Dear Friends:

All New Yorkers share in the loss of Specialist Michael Williams.

As a member of the 105th Military Police Company of the New York Army National Guard, Michael served our country with tremendous dedication. He demonstrated that same professionalism and commitment in his civilian life in his nearly twenty years with the New York State Department of Correctional Services. Michael is remembered fondly by those who knew and served with him as a man of great devotion to his family, work and country.

Bennie, Carolyn, Nicole, Monique, Latoya, and Michelle, I know this is a very difficult and painful time for you. But it is my hope that you will find comfort in knowing that you are in the thoughts and prayers of many who are grateful for the courage and selflessness with which Michael served. We are proud of him--and proud of you and your strength.

We will be forever thankful for Michael's life and his contributions to our State and the security of our nation. It is a legacy in which his family and friends can take great pride.

Libby joins me in sending our heartfelt condolences and deepest sympathy.

Sincerely,

A handwritten signature in black ink that reads "G. Pataki". The signature is written in a cursive, flowing style.