

DOCS TODAY

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New York State Department of Correctional Services

Vol. 13, No. 2

Governor wants IMPACT to reduce crime



Governor Pataki addressed a full house on Jan. 7 when he delivered his 10th State of the State message in the Assembly chamber. To continue record decreases in crime since 1995, he proposed IMPACT – Integrated Municipal Police Anti-Crime Teams, designed to combine criminal justice resources and more than 300 State Police officers to further reduce crime across upstate New York.

Pataki wants greater IMPACT to reduce crime

Pataki's plan would make New York safer, ensure the freedom to enjoy our streets

In his "State of the State" address that is this month's cover story, Governor Pataki noted that New York is now the safest large state in America – and he called on the Legislature to work with him to continue New York's record drop in crime.

He challenged Legislative members to help make New York the safest state in the nation over the next five years. The Governor announced a fully-detailed plan of administrative and legislative actions to achieve this goal.

Included in the Governor's plan is a new initiative, Operation IMPACT, or Integrated Municipal Police Anti-Crime Teams. It will consist of state criminal justice resources and more than 300 State Police officers who can be mobilized at the request of local officials to target high crime areas and establish a strong and visible presence alongside local police. IMPACT will use crime-mapping technology to bring the full force of state and local law enforcement to bear on the most crime-plagued areas outside of New York City. *(See story on page 4.)*

This month's articles

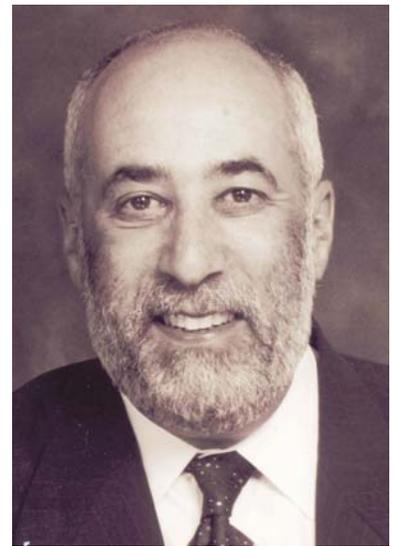
- ***DOCS|TODAY generates stories, editorials: Page 3.***
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The Governor also announced that by the end of this year, 90 percent of all New York's police agencies will be linked to eJusticeNY, providing them with one-stop shopping for criminal intelligence, including rap sheets, warrants and mug shots of any criminal in New York.

The Governor also called on the Legislature to pass a comprehensive bill that will implement a five-point plan to make our roads safer by cracking down on deadly drivers. *(See story on page 5.)*

The Governor also called on the Legislature to pass additional common sense crime-fighting legislation that would:

- Expand the DNA database to allow the state to collect DNA from all convicted criminals;
- Eliminate the statute of limitations for rape, sexual assault, and other serious violent felonies;
- End parole for all violent felons;
- Provide police and prosecutors the laws they need to take those who use, sell or possess illegal guns off our streets;
- Strengthen our laws against domestic violence and those who terrorize their spouses or families;
- Guarantee that violent felons who murder a child in the course of committing a crime spend the rest of their lives in prison;
- Ensure that sexually violent criminals who pose a threat are not released into our communities;
- Strengthen Megan's Law to provide the public with additional information and impose penalties on sex offenders who fail to comply;
- Establish a gang sexual assault law to prosecute these despicable crimes as felonies;
- Enact the Pena-Herrera DWI bill to strengthen DWI laws;
- Provide jail time for chronic misdemeanor offenders to stop career criminals;
- Severely punish those who violate the trust placed in them by endangering a child in their care;
- Strengthen laws against criminals involved in child pornography;
- Impose tough new penalties for crimes committed on school grounds, and
- Severely punish those who commit an assault if their victim dies or is seriously injured. 📖



Commissioner Goord

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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.

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DOCS|TODAY generates media stories leading to positive editorials

Editorial writers back new DOCS policies expanding SHU time cuts, cuffing policy

Since DOCS|TODAY made its debut on the Internet in May 2003, the media has increased their use of its articles to develop their own stories on prison issues.

That's led to editorial writers using our publication to generate editorials on DOCS|TODAY topics. Here's two recent examples:

Efforts to make prisons safer

Plattsburgh Press-Republican:

(Dec. 5, 2003) Not much good news ever comes out prisons, but here's one: New initiatives in New York state correctional facilities have appreciably reduced inmate violence and confinement time.

According to a news release and a story in the Department of Correctional Services December edition of its news magazine, the department began two practices at 11 pilot facilities, both of which proved successful.

One was expanding what are called time cuts — that is, reducing an inmate's time in disciplinary housing, or "The Box," for good behavior. An inmate realizes he can get back into the regular prison population and resume his normal activities earlier by not causing problems while in special confinement. Commissioner Glenn S. Goord calls that the "carrot" approach.

The prisons at which this was introduced experienced a 55-percent lower rate of inmate-on-staff assaults compared with those occurring in the other 38 facilities statewide.

The second initiative was handcuffing all inmates who leave their disciplinary housing-unit cells — which Goord referred to as the "stick." In the 11 units employing this tactic, 77-percent fewer inmate-on-staff assaults were recorded.

"It is the proverbial 'carrot-and stick' approach," Goord said. "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."

The two practices will be introduced at the other correctional facilities, with expected proportional reductions in violence. The news release from department spokesman James Flateau notes that, throughout the system, instances of violence to both staff and other inmates is already at 20-plus-year lows.

Anything that makes correctional facilities safer for the correction officers ought to be welcomed. Careers spent inside our state's prisons are dangerous and accompanied by interminable

tension.

With 10 state correctional facilities in our region, we have thousands of our citizens as officers, administrators and counselors. Keeping them safe while they keep the general populace safe is the first priority. It is not a task that's easily accomplished.

The prison system is overcrowded to begin with, with more than 65,000 inmates. Many are dangerous and have little to gain or lose as a result of their behavior on the inside.

Any steps the department can take to offer the inmates reasons to stay in line — or to see that they do — should be greeted with a measure of relief. 

Policing prisoners

Elmira Star-Gazette:

(Dec. 5, 2003) New York state corrections officials recently adopted two policies that make sense in strengthening safety measures and disciplinary approaches with inmates.

Corrections officers have begun shackling all prisoners being moved from disciplinary housing cells in state prisons. They also have expanded a program that allows inmates in disciplinary housing cells to be returned sooner to the general prison population if their behavior improves dramatically.

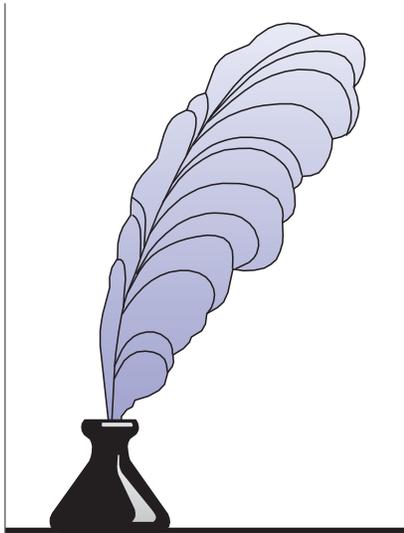
State Corrections Commissioner Glenn Goord calls the measures a carrot-and-stick approach, a crude but realistic description. The "carrot" is the incentive that disorderly inmates receive if they shape up. The "stick" is putting handcuffs on inmates in disciplinary housing cells when they are moved to showers, recreational periods or other activities.

Prisoners advocates are against the shackling policy because they think it's degrading, but their rationale doesn't wash. Placing handcuffs on the worst of inmates has shown to substantially decrease the number of assaults on the prison staff.

That has considerable implications in the Elmira area, where two prisons mean that safety is a paramount concern inside and outside the walls.

Besides, inmates in disciplinary housing cells aren't placed there for winning congeniality awards. Corrections officers have an obligation to protect themselves and ensure that violence doesn't escalate among inmates. When inmates are transported from one place to another, chances increase that something could go wrong.

Spending time in a disciplinary housing cell is no picnic, even for the most hardened criminal. And it shouldn't be.



Continued on page 4

Pataki wants to increase state, local partnership to combat crime ...

Integrating, targeting police resources to fight crime in upstate communities

Governor Pataki announced in his State of the State address a new crime fighting initiative to strategically target areas in New York State where crime is disproportionately high.

The proposal will complement the Governor's common sense crime-fighting legislative proposals outlined in the State of the State Address.

Operation IMPACT—short for Integrated Municipal Police Anti-Crime Teams—will combine state criminal justice resources, including the Division of Criminal Justice Services, Parole, and more than 300 State Police officers who specialize in gang, gun, and drug-trafficking crimes.

IMPACT units will be deployed at the request of local officials to reduce crime in communities in 15 counties that account for 80 percent of all crime outside New York City. The units will establish a strong and visible presence alongside local police. Working together, state and local law enforcement will aggressively follow leads, question suspects, make arrests, and reduce crime in communities.

Communities within the following 15 counties will have the option to use Operation IMPACT: Albany, Broome, Dutchess, Erie, Monroe, Nassau, Niagara, Oneida, Onondaga, Orange, Rensselaer, Rockland, Schenectady, Suffolk and Westchester.

The New York State Police have long supported the community policing efforts of local police departments throughout the State. However, Operation IMPACT will consolidate the resources of uniform patrol troopers and specialized units in the State Police into a concentrated enforcement initiative available to local government. These units include the Community Narcotics Enforcement Team (CNET), Troop Forensic Identification Units (FIU), Violent Crime Investigation Teams

(VCIT) and Violent Felony Warrant Squads (VFW).

State Police Investigators would offer communities specialized skills in forensic investigations, narcotics enforcement, felony warrant execution, homicide investigations, and foreign language interpretation.

The IMPACT Units will also partner with community leaders, faith based organizations, and neighborhood groups to build crime-fighting strategies that address the unique needs of the community. Additional IMPACT resources could be made available to each specific community, depending on the level of need.

Using statewide crime mapping technology, Operation IMPACT will be constantly assessed in order to strategically target resources and track crime reduction.

New York State Director of Criminal Justice Chauncey G. Parker said, "A collaborative effort among all levels of law enforcement is the key to continuing New York State's historic reduction in crime. Operation IMPACT will attack crime in specific communities through a concentrated, coordinated effort of multi-jurisdictional law enforcement services."

New York State Police Superintendent Wayne E. Bennett said, "The New York State Police have long supported the

community policing efforts of local police departments throughout New York State. We welcome the opportunity to demonstrate that commitment by offering IMPACT units to assist local law enforcement agencies in combating violent and serious crimes in their communities."

Over the past nine years, violent crime in New York State has been reduced by 49 percent and crime is at its lowest levels since statewide crime reporting began—nearly 40 years ago. New York State is the safest large state in the nation. 

Working together, state and local law enforcement will aggressively follow leads, question suspects, make arrests, and reduce crime in communities.

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. 

Editorials back DOCS policies ...

Continued from page 3

Still, offering an incentive for misbehaving inmates to rejoin the general prison population makes sense. The smart ones will realize it pays to behave.

Counselors, teachers and medical staffers who are more likely to know the inmates will have a say in this get-out-of-disciplinary-cell pass.

What's encouraging is that the carrot applies only to those who have served 30 days of a 90-day-or-longer disciplinary sentence. It means inmates have to show consistent behavior.

There's nothing wrong with tightening policies that increase safety and send the right message.

Behavior should count. In society. Or in prison. 

... while targeting dangerous drivers who risk, take lives

Proposals would give prosecutors new tools against deadly drivers

Governor Pataki announced in his State of the State message a new five-point plan to target deadly drivers and make New York's roadways safer.

The Governor's comprehensive plan would give prosecutors the tools they need to penalize dangerous drivers who kill or cause serious injury, increase criminal penalties for those convicted of killing or seriously injuring another using a vehicle, as well as toughen penalties for hit and run drivers and unlicensed drivers, among other proposals.

Highlights of the Governor's five-point plan include:

Eliminate proof of criminal negligence for deadly drivers

Current law fails to adequately address the significant problem of drivers who flagrantly violate the Vehicle and Traffic Law's "rules of the road," by speeding, refusing to obey traffic signals, or by committing other "moving" violations, even if the result is the tragedy of pedestrian death or injury. Prosecutors must prove criminal negligence in such cases where the driver seriously injured or killed innocent bystanders.

This legislation would remove the proof of criminal negligence requirement in such cases where: i) the driver's license was suspended or revoked; ii) the driver had violated the Vehicle and Traffic Law and had two or more prior Vehicle and Traffic Law violations in the last 18 months; iii) the driver was under the influence of drugs and/or alcohol; iv) the driver was fleeing a police officer; and v) the driver is a repeat offender who commits any level of Vehicular Assault or Vehicular Manslaughter and has previously been convicted of such crimes.

Stiffen penalties for drivers causing serious injury, death

The legislation proposes providing consecutive sentences when a driver kills or seriously injures multiple victims. Current law does not provide for more severe punishment for a driver who kills or seriously injures more than one victim.

The Governor's plan also calls for raising the offense level of crimes in which a driver kills or seriously injures another person to reflect the seriousness of the crime. For example, a deadly driver could face a maximum sentence of up to 25 years in prison upon conviction of Vehicular Manslaughter in the first degree.

Increase penalties for deadly hit-and-run drivers

Drivers who flee the scene after a deadly crash should be punished appropriately for this type of reprehensible and dangerous behavior. There have been reported incidents where an

intoxicated driver fled the scene of a collision so as to avoid a Breathalyzer test. Existing law punishes drivers who flee the scene of a deadly accident by license suspension or revocation only upon conviction – and the crime carries a penalty of only an E felony which carries a maximum sentence of up to 4 years in prison.

The bill would enhance the penalty for fleeing the scene of a deadly collision to a class D felony, which carries a sentence of up to 7 years in prison. The driver's license would also be automatically suspended when an individual is charged with leaving the scene of an accident that results in serious physical injury or death.

Crackdown on unlicensed drivers

The Governor's legislation proposes a crack down on aggravated unlicensed drivers by increasing the penalties for driving without a license, closing a loophole in existing law that allows drivers who never had a license or who have had their license suspended many times, to avoid punishment, as well as require fingerprinting of those charged with unlicensed driving.

Reports from law enforcement officials indicate that a large number of drivers whose licenses have been suspended or revoked falsify DMV records so as to avoid penalties and attempt to obtain a new license under another name.

Under current law, such drivers may escape detection because these individuals are not fingerprinted. By allowing for fingerprinting of such individuals and by punishing all unlicensed drivers more severely, unlawful driving would be substantially deterred and sufficiently punished.

Revoke licenses of drivers who kill or injure others

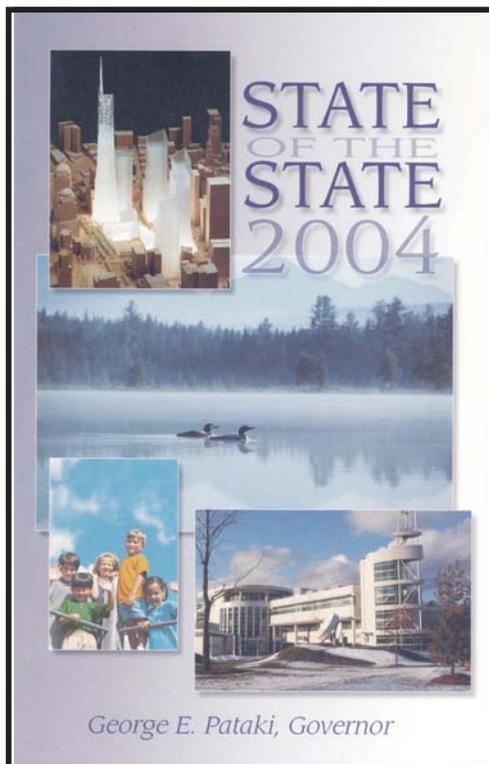
The bill also calls for mandatory license revocation for drivers who violate the Vehicle and Traffic Law, thereby killing or seriously injuring another person.

Under existing law, the revocation is discretionary and does not include accidents that result in serious physical injury.

The legislation would also require such drivers to successfully complete a DMV-approved accident prevention course prior to issuance of a new license.

In his State of the State address, Governor Pataki proposed other measures that would make New York's roadways safer.

The Governor called for passage of the Pena-Herrera DWI Omnibus Bill that includes tougher penalties for aggravated DWI and tougher penalties for driving while ability impaired by drugs or alcohol. 



Speech text cover.



A history of treating drug, alcohol abuse

Livingston

Inmates began arriving at Livingston on January 29, 1991 – a scant three weeks after Executive Team members and other staff arrived at this newly-constructed medium-security facility for males. The pace was frenzied as the state’s newest facility labored to meet its initial mission to evaluate inmates and serve as a feeder to other Comprehensive Alcohol and Substance Abuse Treatment (CASAT) facilities. As such, there was a tremendous inmate turnover as staff skillfully evaluated inmates and assigned them program plans. The mission has since changed to one of a general confinement facility. But the commitment to professionalism and hard work remains at this active prison in western New York.

Every inmate arriving at Livingston’s opening was thoroughly screened for CASAT eligibility. While awaiting transfer to such facilities, they attended what amounted to an introduction in alcohol and substance abuse treatment.

Then the inmates deemed eligible for the program were quickly whisked to a CASAT facility. There, they would receive six months of intensive treatment and counseling and would then transition into the community for continued treatment and employment.

Those inmates deemed ineligible for CASAT were transferred to other medium-security facilities across the state. That freed up space for more potential CASAT participants to undergo screening, and the doors continued to revolve quickly.

Livingston has seen a lot over the years before becoming the medium-security facility it is today, with its current focus shifting away from Alcohol and Substance Abuse Treatment (ASAT) programming.

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For a while, Livingston gave up its role as a CASAT feeder and operated as an ASAT facility. A pivotal distinction between the two offerings is that the program day revolves around drug treatment in a CASAT facility while, at ASAT, drug treatment is one component of the program day.

During its ASAT period, Livingston was the largest such facility in the nation and, quite possibly, the world. More than 1,600 Livingston inmates a year were undergoing intensive treatment, designed to help them break their cycles of addiction. Its roots treating those with alcohol and substance abuse problems are beneficial to its operations to this day.

Varied missions over the years

Livingston is situated on 119 acres of land, 57 of which are located within the secure perimeter. There are 28 buildings at the facility, which cost \$50.4 million to build. The facility has the capacity to house 881 inmates in barracks-style housing. Fourteen of the facility's 28 buildings are inmate housing units

Livingston and adjacent Groveland were constructed on land that the Shakers settled on in the 1800's. Members of the colony were deeply committed to adopting orphans out of New York City.

That was in part because Shakers were not permitted by their religion to procreate, but they desired families nonetheless. The children they took in as their own would work on the farm, be versed extensively in religion, perform assorted daily chores and help build Shaker furniture.

As the country started developing resources designed to ensure government care for orphans, the pool of children available for adoption dwindled, and the Shaker population declined. Around the time of the Great Depression, the state took over the colony, and the remaining Shakers moved to other venues. Using existing buildings at the colony, located in what was then known as Groveland, the state established a treatment community for epileptics.

Shortly after the state assumed control of the land, the area became known as Sonyea. The prevailing notion is that Sonyea is an acronym for the State of New York Epileptic Association. Some in the area, however, believe Sonyea was named after the Indian phrase for "Sunny Valley."

In the 1960's, as medical advances made epilepsy more treatable, the state shifted its focus in Sonyea, concentrating on treatment of the mentally retarded. It could be said that the community served as a precursor for what is now known as the state Office of Mental Retardation and Developmental Disabilities. The state eventually severed those ties in Sonyea, and Livingston and Groveland were built.

For its first three years of operation, Livingston served as a CASAT feeder facility. In 1994, the focus shifted, and Livingston was designated a CASAT facility.

CASAT provides a continuum of intensive substance abuse treatment in a therapeutic setting. That's a six-month program known as Phase I. Phase II of the CASAT program involves a six-month transitional period in a work release community re-integration setting where substance abuse treatment continues. This program is available to inmates who have documented histories of substance abuse problems and meet the criteria for presumptive work release.

In 1996, Livingston's focus took on another persona, operat-



Program Assistant Roberto Andino speaks before his Spanish-language Alcohol and Substance Abuse Treatment group.

ing exclusively as an ASAT facility. And although that remains the primary mission of Livingston today, that's changing. Recognizing the overall decline in the inmate population, Commissioner Goord directed Livingston begin the conversion to a medium-security, general confinement facility, a transition which is now ongoing.

Addressing the varied needs of a diverse population

Approximately 540 of the 870 inmates who were housed at Livingston recently were ASAT participants. That number will continue to decline as inmates complete the program and move on and the vacant ASAT beds are filled by general confinement inmates. The remainder of Livingston's inmates participate in regular programming.

The ASAT program is behaviorally based, designed to get inmates to break old, destructive habits, start fresh when they return home and stay out of prison. A variety of approaches are used. They include education; extensive individual and group counseling; relapse and transition counseling, and self-help programs to assist inmates in understanding the process of addiction and the dynamics of recovery.

The program generally takes six months, depending on what facility it's offered at, and the intensity of the program. An inmate's ability to demonstrate a functional understanding of addiction and the process of recovery also plays a role in determining the length of ASAT programming.

To be eligible to participate in the ASAT program, an inmate must have a documented or self-admitted history of substance abuse, demonstrate a willingness to participate in the program and have enough time prior to earliest possible release to complete the program.

The ASAT program is offered in four settings: residential,

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modular, Shock Incarceration and Willard.

The competency areas covered in the program include understanding drugs and addiction; understanding one's self and others; understanding criminal thinking; the process of recovery, and communication skills and making the right decisions.

Issues that are also covered include the relationship between alcoholism/addiction and an accompanying multitude of problems involving family, social, health and legal issues; the process of relapse prevention, and the process of maintaining a drug-free lifestyle.

Participation in the ASAT program requires considerable hard work. It is not realistic to expect the ASAT program participant to achieve all treatment objectives in each of the competency areas. ASAT staff are responsible for providing all program participants with direction and feedback specific to treatment needs in the competency areas.

Completion of the formal six-month ASAT program does not represent completion of the treatment process. The goal of the program is to provide the foundation for successful and ongoing treatment and to jump-start the recovery process.

General program offerings abound

Livingston also offers a wide range of academic education, counseling services, transitional services and volunteer services programs. It also offers some limited vocational training.

Livingston's teachers, counselors and other instructors are dedicated in their daily efforts to provide inmates with the education and skills they need to succeed on the outside. They regularly hone their lesson plans to remain current on new teaching techniques and enhanced educational requirements.

One of the recent changes enacted by the Department requires all inmates who do not have a high school diploma or their GED to attain at least a ninth-grade efficiency in both reading and math skills. Previously, inmates were only required to obtain an eighth-grade efficiency level in those disciplines. The academic bar was raised because of the belief that an eighth-grade efficiency level in reading and math skills is barely considered literacy in some sectors of today's society.

To date, staff has been up to the task of providing inmates with the knowledge they need to attain the ninth-grade efficiency levels and subsequently pass their



CO James Pepin pours gasoline for inmates Vardon Taplin and Andrew Stone while CO Al Green observes.

GED exams, which will greatly enhance their chances of obtaining steady employment upon release.

In 2002, 2,969 inmates took the new GED exam that takes into account the higher reading and math efficiency levels, which makes it more difficult to pass when compared with previous exams. A total of 1,752 inmates, or 59 percent, passed the test – compared to a 51 percent passing rate among non-incarcerated New Yorkers who took the exam.

Realizing the importance of inmates getting their GEDs, the Department six years ago waived the \$25 GED filing fee previously paid by inmates.

Livingston also offers an Aggression Replacement Training (ART) program. This 100-hour course is designed to assist inmates in identifying and controlling aggressive behavior. ART is provided by trained In-

mate Program Associates under the supervision of a facility staff coordinator.

The intervention is based on a cognitive-behavioral approach and consists of three components. They include structured learning, designed to enhance pro-social skills through role playing and other methods; anger control training, which complements the structured learning mission of eradicating anti-social behavior; and moral reasoning, where inmates react to a series of dilemmas in a discussion-group context to devise appropriate ways of reacting to certain situations.

Livingston also offers what one might consider a relatively light vocational program when it's matched up against many other facilities throughout the state. Nonetheless, vocational training remains a vital cog in the Livingston mission. The prevailing notion is that the more education and other skills that inmates obtain while they're in prison, the better their chances of getting a job and being able to adequately provide for themselves and their families upon release.

One of Livingston's vocational programs is geared to help prepare inmates for a career in the electrical trades field. The popular course provides instruction in basic electrical skills with an emphasis on the installation and servicing of all types of residential and commercial wiring systems. Instruction is given on code interpretation, installation and servicing of circuits and controls, use of testing equipment and the reading of architectural drawings and wiring schematics.

Continued on facing page



Counselor Christopher Ruisi works with an inmate in the privacy of an unoccupied housing unit.

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Livingston's electrical trades course entails self-paced individual instruction. Upon successful completion of this course, inmates are deemed qualified to be considered for an entry-level position in the profession. They can then apply for jobs like residential electrician, motor repairer, motor control assembler, tool crib attendant, electrician's helper, inventory clerk and tool repairer.

A Department of Labor Apprenticeship Program in electrical trades is also available to Livingston inmates enrolled in the program, completion of which enhances their chances of securing employment upon release.

Livingston also offers a course in small engine repair. This course provides training in the repair and maintenance of lawn and garden equipment, recreational vehicles and motorcycles. The inmate is taught troubleshooting including testing, diagnosis and repair. Instruction is given in areas like major engine overhaul, ignition testing and servicing, fuel system servicing and repair, lawnmower blade replacement and servicing, power drive and transmission systems and understanding schematics and specifications.

Inmates who complete this course, which also features a DOL Apprenticeship Program, receive a DOL certificate. They are then qualified to apply for jobs like small engine mechanic, gas engine repairer, outboard motor mechanic, inventory clerk and recreational vehicle repairer.

A vocational course in custodial maintenance is also available to Livingston inmates. This program emphasizes various custodial topics including floor care, carpet and fabric care, upholstery care, the proper use of sanitation chemicals, window care, rest room care and the safe use and operation of power cleaning equipment.

There is no time frame established for Livingston's custodial maintenance program. Rather, the program entails a lot of self-paced individualized instruction to develop student competencies in various entry-level skills as defined by modules.

Among the job titles that course graduates can qualify for are commercial or industrial cleaner, industrial sweeper, inventory work, custodian, floor waxer, tool crib attendant and window cleaner.

Strengthening community bonds

Over the years, staff at Livingston and members of the community have worked hand-in-hand in an effort to improve the community while at the same time assisting in the rehabilitation of inmates preparing to return to their home communities.

And the ongoing relationship has generated more than its share of success stories.

Registered volunteers from the community – a community that has found Livingston to be a good neighbor – play an integral role in the rehabilitation process. Besides the regular dedication and willingness to listen and help, the volunteers often provide inmates with a different perspective on issues that they hopefully can draw on upon their release.

The offerings of the volunteers are varied. Every Monday from 7 to 9 p.m., volunteers from Calvary Chapel come to the facility to conduct well-attended Bible study classes. Volunteers from Hispanic Protestant churches in the region conduct a worship service every Sunday from 2 to 4 p.m. Among the activities are Spanish music, prayers and teachings which traditional and cultural styles of Hispanic worship.

Livingston is also home to Prison Fellowship seminars. These are taught by highly-trained religious volunteers from the area. The volunteers offer three, full-day Saturday seminars each year. The inmates study and learn Christian values for themselves as well as their families. Each inmate participant is encouraged to build a new character, which leads to developing and maintaining new standards for living in harmony with God and others in society.

Registered community volunteers also come into the facility on a regular basis to conduct AA and NA meetings, considered critical in the recovery of a chemically-addicted individual.

Just as community volunteers play a vital role in Livingston's mission, its employees play a key role in the community. They serve as mentors for children through their roles as sports coaches, hold fund-raisers for the needy, serve on municipal boards and community advisory committees and volunteer as firefighters in communities throughout the area. ASAT

staff also visit area schools on a regular basis to talk with children on the dangers of drugs and the importance of making right decisions.

Each year, staff and inmates at Livingston and at other prisons throughout the state participate in annual Make a Difference Day activities to benefit the needy in local communities. In 2002, staff at Livingston visited students at the nearby Mount Morris Elementary School.

Employees talked to the students about drugs and their negative consequences; they then assisted the students in designing their own drug-free T-shirts. 📖



CO Debbra Milani and Lt. Joseph Bob supervise horticulture inmates Alan Cordero and Christopher Touch.

Facility Highlights

Volunteer group donates reading materials to benefit inmates

From humble roots established three years ago, a dedicated group of librarians and other professional women from New York City is helping the Department greatly enhance its already impressive array of varied educational offerings for inmates.

The Prisoners Reading Encouragement Project (PREP) solicits contributions of books, magazines, periodicals, reference books and other reading materials from individuals, libraries and community organizations for inmate libraries.

The reading materials are currently distributed to libraries at 10 prisons across the state, helping to save taxpayer dollars when it comes to providing new and updated reading materials.

The program began in 2000 when reading materials collected by the group were sent to prison libraries at Clinton, Taconic and Adirondack. The program proved to be such a success that it was expanded over the next two years to include Beacon, Coxsackie, Bayview and Wallkill. It was expanded even further last year with the addition of prison libraries at Collins, Upstate and Green Haven. And officials are confident that a further expansion of the program is likely, meaning even more benefits to the Department.

Last year, PREP donated more than 10,000 books and reading material to the seven state prisons it was servicing at the time. With the addition of the three other prisons last year and the non-profit group's continuing ability to ferret out new donation sources, that impressive figure is expected to increase this year.

"This has become a tremendous benefit for the facilities that are involved in the program and the Department in general," said DOCS Supervising Librarian Jean Botta. "We've gotten a lot of useful donations that are current and topical and there are a lot of books and other items which we don't have to buy because of the ongoing efforts of PREP."

Ms. Botta said PREP volunteers work closely with her office to determine the reading and educational needs at a specific facility, with one of the main concentrations being on self-help books. Librarians at the 10 libraries involved in the program can submit requests for a specific book or other item. Those requests are then forwarded by Ms. Botta to PREP volunteers, and they work their source network to get the requested items.



Upstate CO Steve Schule distributes books on SHU gallery.

Since the program began, Ms. Botta said PREP volunteers have fostered many new and vital connections when it comes to donations. They were able to hook up with college libraries that donated items like encyclopedias, most of which were no more than two years old, and have also donated dictionaries. Both of those can be rather expensive resources.

"They do all they can to meet the needs of the specific libraries and we're not talking your 1950's *Book of the Month Club* collection," said Ms. Botta. "It's all current."

PREP volunteers have also connected with several New York City museums that have donated art books and other reading materials.

"Art books are good for the non-reader," Ms. Botta said.

"In these times of fiscal restraint, the continued efforts of the PREP volunteers are greatly appreciated," said Commissioner Goord. "Our law and general libraries are well-stocked, but we always welcome the opportunity to make them even better. Besides helping to save taxpayer dollars, the inmates have resources to further their education and knowledge and occupy their time, and that's a security enhancement."

Annette Johnson, PREP's executive director, said: "We're just a group of professional women and librarians who want to help out as best we can. We are committed to the promotion of literacy and to also provide a variety of educational opportunities to inmates at prisons throughout New York state." 

Oneida pharmacy expansion expected to be completed by summer

An ongoing expansion at Central Pharmacy at Oneida will permit the Department to better meet the medical needs of pharmacies at prisons across the state while saving even more taxpayer dollars than before.

The projected \$4 million dollar expansion at the pharmacy is being coordinated in conjunction with an estimated \$16 million expansion of Oneida's cook/chill Food Production Center. Both facilities are co-located in Building 55 on the grounds of Oneida, with Central Pharmacy occupying the second floor.

The expansion of the pharmacy is expected to be completed by summer. At that time, the overall square footage of the unit will more than double, from 13,740 square feet to 31,873 square feet. That will permit pharmacy employees to stock up on more items needed by prison pharmacies across the state and expand the types of items that can be offered to include dental, dialysis and other supplies. Central Pharmacy's limited space to date has not permitted it to regularly stock all the available medical items required by inmates throughout New York.

Central Pharmacy's cost-effectiveness is derived from its ability to buy in quantities, which allows for larger discounts than could be obtained by individual facilities. The discounts typically average about 3 percent and have resulted in an annual savings of some \$1.5 million. That annual savings will increase once the expansion is completed.

Central Pharmacy currently has 739 items on its formulary. That includes 499 legend (prescription) medications, 130 different medical supplies and 110 over-the-counter medications.

During the previous fiscal year, Central Pharmacy purchased \$41,845,103 in medical supplies for distribution to prisons throughout the state. Facilities also spent just under \$4 million for non-formulary and miscellaneous purchases. Medication was also obtained from vendor pharmacies at a cost of \$14,107,325. Facilities without pharmacies purchase their supplies from the vendors, and emergency supplies also come from the vendors.

Central Pharmacy distributes orders on a bi-weekly or special order basis to all 70 correctional facilities. The contracted shipper guarantees delivery within 48 hours for routine shipments or 24 hours for emergencies. During the 2002-03 fiscal

year, Central Pharmacy distributed more than 1 million medical items to facilities. The Department's 21 pharmacies filled more than 78,000 prescriptions, a number which does not include vendor prescriptions or stock medications.

The ongoing improvements also include new cooler space for temperature-sensitive medications and a spatial increase in the package area from 1,872 square feet to 3,392 square feet. The storage area will also be more than doubled, going from 5,152 square feet to 11,310 square feet.

Central Pharmacy also provides clinical services which provide necessary management and oversight to reduce costs. Staff monitor Hepatitis C and injectable HIV medications for more than 150 inmates, participate in clinical practice guideline development and develop health services policy and procedures. Central Pharmacy is also currently implementing a new centralized statewide pharmacy computer system which allows physician order entry and monitoring of pharmacy inventories, and is designed to improve medication safety.

"In these austere times, we have to look at every way of saving taxpayer dollars while continuing to meet our requirements

of providing medical care to inmates that is consistent with community care," said Commissioner Goord. "The ongoing expansion at Central Pharmacy will save taxpayer dollars and lead to a more efficient delivery and consistency of medical care to inmates across the state."

The ongoing improvements to Central Pharmacy entails more than increased storage space, to meet the medical needs of prison pharmacies throughout the state. The expansion includes construction of a secure loading dock and dedicated

freight elevator. Security has also been enhanced with the installation of a new security system. The new warehouse will also feature a regional conference area where statewide meetings will be regularly held for health care staff.

Central Pharmacy Director Dr. Karen Wameling, who oversees a staff of 17, said the expansion makes good business sense while augmenting the mission to provide medical care consistent with that in the community.

"This will allow us to service prisons throughout the state with more items than in the past and in a more cost-effective manner," said Dr. Wameling. 



Pharmacy Technician Susan Murray unpacks and verifies receipt of drugs in the warehouse at Oneida.

Agency's surplus furniture becomes a real find for others in need

Eastern has coupled its need for office furniture with a surplus at the New York State Banking Commission to get needed furniture for itself and several other facilities.

That has saved taxpayers hundreds of thousands of dollars.

Eastern obtained 16 tractor-trailer loads of nearly new furniture – as well as antique desks, chairs and other items – from the banking commission.

The commission was moving from its seven-floor location at 2 Rector Street in New York City, a block from where the World Trade Center once stood, to a larger location on nearby State Street. It had no use for the furniture at the site it was vacating. It had contacted the New York State Bureau of Surplus Property to see if it could find a taker.

And find one it did. The best part of the whole deal – Eastern didn't have to pay a penny for the goods.

"This really worked out well for us," said Eastern Superintendent David Miller. "We got for free a lot of furniture and file cabinets that we desperately needed. We were also able to spread the wealth among other prisons because we had more furniture than we could use.

"In a time when the state is in such dire financial straits, a deal like this really helps out," said Mr. Miller. "All of our needs and the needs at other prisons have been met, and it didn't cost the taxpayers a thing."

Besides distributing the donated furniture to the eight prisons in the Sullivan hub, Mr. Miller said furniture was also made available to other facilities as well.

The relationship between Eastern and the surplus property bureau – which distributes surplus property among state agencies – began innocently enough.

When Eastern Lt. George Nigro mentioned his desire for a better desk to replace his broken one, a coworker provided him with the telephone number of the surplus property bureau. Lt. Nigro soon had his new desk, and frequently called upon the bureau to address other needs at the facility.

"They were very, very accommodating," Lt. Nigro said.

A few months later, Lt. Nigro got a call from his contact at the



Eastern clerks Dian Petrozak (left) and Ronie Dupree work at their new desks that were surplus by another state agency.

bureau. She asked if Eastern might be interested in furniture and other items from seven floors of a New York City office building. Eastern dispatched Steward Barbara Madison with a video camera downstate to the banking commission building. She was told all was for the taking, provided Eastern could come and transport the goods. She then returned with the good news and a videotape of many of the available items.

"When I showed that videotape to the hub's superintendents at a meeting and asked for a show of hands if they were interested, every hand in the room went up," said Mr. Miller.

But the deal then hit a roadblock. Eastern officials determined that overseeing the daunting task of moving seven floors of office furniture from New York City to the facility was not within their reach. Thus, with no other state agencies interested, the banking commission would be forced under state guidelines to have disposed of the furniture.

After determining that the cost of that disposal option would be "astronomical," according to Ms. Madison, the two sides reached a compromise: the banking commission would transport all the furniture to Eastern in tractor trailers. A rigid schedule was then set, with inmates unloading the trucks at a furious pace, usually in under two hours.

Included in the haul were desks, conference room tables, chairs, file cabinets and computer stations, even framed pictures, photographs and floor mats. That was a blessing for many employees, especially those in the business office, whose furnishings were more than 30 years old. 📖

Douglas Ricci: from the farm to CO, DI, Olympics, color guard

Douglas Ricci, a Correction Officer who also carries the title of Drill Instructor at Willard, has worn a variety of hats during his 14-year career with the Department.

He previously worked at Sing Sing, Mid-Orange and Auburn before transferring to Willard shortly after it opened in 1995. And CO Ricci said the atmosphere at the sprawling drug treatment campus in Seneca County is definitely different when compared with working inside a prison.

“I enjoy my job and there are a lot of different challenges here,” said CO Ricci.

CO Ricci began working as a training relief Officer in early August – basically someone who can serve as a pinch hitter in a variety of posts on an as-needed basis – but he’s had other assignments at Willard as well.

CO Ricci has also worked as a Drill Instructor during the reception process. His duties included guiding newly-arrived offenders through a mandated two-week orientation before their assignment to one of the facility’s platoons for the duration of their 90-day sentences. Willard platoons typically average about 52 parolees.

“We’d cover a lot of things over those two weeks,” said CO Ricci. “We’d teach them drill and ceremony and there would be physical training. The offenders also learn how to properly make their bed, fold their clothes and set up their locker.”

But there’s a lot more than just manual chores that are covered during the one-week Willard orientation period. CO Ricci said the offenders are quickly and repeatedly schooled on the importance of respect, working hard and following the rules.

“One of the first things they’re taught is how to properly address staff, beginning and ending their sentences with ‘sir’ or ‘ma’m’ ” CO Ricci said.

CO Ricci said molding each offender into someone they’ve never been was the

biggest challenge in his reception role.

“As soon as they get off the bus, you’ve got to change the way they’re walking and talking and thinking,” said CO Ricci.

CO Ricci has also been in charge of platoons at Willard. In that capacity his responsibilities included melding his group of offenders into a cohesive, productive unit. With education and group counseling primary components of the Willard mission, it’s imperative that all offenders in the platoon work as one and work on their individual programs to help prevent their return to prison.

CO Ricci said he reaped a lot of rewards in that position.

“You’re able to see the beginning and ending product,” he said of the development of the offenders over the months.

In his current position as a relief training Officer, “whoever has training I cover for,” said CO Ricci.

That means CO Ricci doesn’t know where he’ll be assigned from one day to the next. He could help run self-help classes for the offenders at night, supervise a platoon, handle orientation, make rounds of the housing units or escort an offender on an outside trip.

“It’s different,” CO Ricci said of his new assignment. “But now I have weekends and holidays off, and that’s a good thing.”

Besides his official job duties, CO Ricci is also a member of Willard’s Color Guard and is one of the facility’s coordinators for the annual DOCS Olympics.



CO and DI Douglas Ricci supervises his platoon at Willard.

In his younger years, CO Ricci said he never considered a career in corrections. But it became somewhat of a necessity from a financial point of view, and CO Ricci took the plunge.

“The job security is the thing I really like about working with the Department,” said CO Ricci. “I grew up on a farm and worked in factories. I worked in two glass factories that closed and I figured I’d better find a different profession.”

Transitions

December 2003

Name	Title	Location			
Promotions			John J. Adriance	Maintenance Assistant	Mt. McGregor
Teresa Smith	Calculations Clerk 2	Adirondack	Jeffrey M. Poppleton	General Mechanic	Oneida
Monte A. Huwyler	Ed Supervisor (Vocational)	Albion	Nicholas R. Gualtieri	Head Cook	Oneida
Anna P. Stetz	Calculations Clerk 2	Altona	Mace E. Szuba	Head Cook	Oneida
James Hession	Correction Counselor ASAT	Arthur Kill	Robert Heyward	Wastewater Treatment Op 3	Otisville
Jason A. Pearl	Stores Clerk 2	Attica	Kay A. Hansen	Dep Supt Administration 3	Queensboro
Kathleen M. Hamill	Clerk 2	Attica	Terrone L. Burke	Commissary Clerk 3	Queensboro
Theresa A. Murray	Inmate Records Coordinator 1	Attica	Mary Jean Coddington	Inmate Records Coordinator 1	Shawangunk
Thomas J. Gamba	Ed Supervisor (Vocational)	Auburn	Susan Gasiewicz	Dep Supt Administration 3	Southport
Randy S. Vanderzee	Ed Supervisor (General)	Auburn	Sandra Hamilton-Ziegler	Stores Clerk 2	Southport
Cecilia Kim	Principal Account Clerk	Bedford Hills	Linda M. Squires	Clerk 2	Southport
Susan T. Taegder	Secretary 1	Bedford Hills	Kathleen S. Johnson	Principal Account Clerk	Summit
Drew Plumadore	Maintenance Supervisor 2	Camp Gabriels	Laura L. McCarthy	Clerk 2	Ulster
Ronald J. Chase	General Mechanic	Clinton	Diane Labbate	Principal Account Clerk	Ulster
Terrance H. Lenney	General Mechanic	Clinton	Richard H. Speaker	Electrician	Ulster
Roger W. Trombley	Industrial Training Supr 2 (MM)	Clinton	Cheryl A. Lamore	Clerk 2	Upstate
Luis Victoria	Plumber & Steamfitter	Downstate	Judy A. Tavernier	Clerk 2	Upstate
John C. Lawrence	Electrician	Downstate	Karen L. Johnson	Calculations Clerk 2	Upstate
Heather E. Depew	Calculations Clerk 2	Eastern	Sandra L. Danforth	Head Account Clerk	Upstate
Roza Kagan	Senior Mail & Supply Clerk	Edgecombe	Charles Klepeis	Plant Utilities Engineer 1	Walkkill
Robert A. Ruppel	Maintenance Supervisor 3	Elmira	Sandra L. Camio	Head Account Clerk	Walkkill
Kathleen H. Gould	Ed Supervisor (General)	Elmira	Todd E. Terrio	Recreation Program Leader 2	Washington
Toni L. Stugart	Inmate Records Coordinator 1	Elmira	James O. Patterson	Plant Utilities Engineer 1	Watertown
James M. Vogt	Plant Utilities Engineer 3	Fishkill	Bella Aiello-Howe	Nurse Administrator 1	Wende
Brett W. Hazen	Maintenance Asst Mechanic	Franklin	Joyce H. Veshia	Nurse Administrator 1	Wende
Lynne M. Durant	Clerk 2	Franklin	Charles J. Paolini	Plumber & Steamfitter	Wende
Ada M. Law	Calculations Clerk 2	Gouverneur	Michael J. Lichak	Plant Utilities Engineer 3	Willard
Jacquelyn M. Clark	Inmate Records Coordinator 1	Gouverneur	Brian J. O'Hora	Correction Counselor ASAT	Willard
Carla L. Baldwin	Clerk 2	Great Meadow	Mary J. Lutz	Library Clerk 2	Willard
Barry Petteys	Plant Utilities Engineer 2	Great Meadow	Warran Slutsky	Food Administrator 2	Woodbourne
Bobbie Gould	Principal Account Clerk	Great Meadow	Sandra L. Prusak	Inmate Records Coordinator 1	Wyoming
William B. Evans	Facility Food Administrator 2	Groveland	Shawn Embt	Motor Equip Maint Supr 1	Wyoming
Patricia J. Festa	Head Account Clerk	Groveland	Kevin A. Laporto	Correction Lieutenant	Bayview
Marybeth Francisco	Keyboard Specialist 2	Hale Creek	Brian D. Chuttey	Correction Lieutenant	Bayview
George Dunkin	Plant Utilities Engineer 1	Hudson	Timothy Cool	Correction Lieutenant	Bedford Hills
Dennis L. Colt	Plant Superintendent C.	Lakeview	Joseph McKeon	Correction Lieutenant	Downstate
Beverly A. Pinkoski	Calculations Clerk 2	Lakeview	Stephen V. Casaceli	Correction Lieutenant	Green Haven
Brent Rebeor	General Mechanic	Lakeview	Rickie R. Weber	Correction Lieutenant	Green Haven
Christine M. Keith	Calculations Clerk 2	Main Office	Ricky Perison	Correction Lieutenant	Queensboro
James T. Phillips	Tandem Tractor Trailer Op	Main Office	James A. Mason	Correction Lieutenant	Taconic
Andrew J. Howland	Institution Steward	Main Office	Jed E. Dunnigan	Correction Sergeant	Arthur Kill
Barbara D. Leon	Assistant Chief Investigations	Main Office	Joseph Ashline	Correction Sergeant	Arthur Kill
Robert Fiorello, Jr.	Classification Analyst	Main Office	Samuel Dagostino	Correction Sergeant	Bayview
Stacy A. Prusinowski	Calculations Clerk 2	Marcy	Christopher Stipano	Correction Sergeant	Bayview
Janine M. Scmillio-Werner	Calculations Clerk 2	Mid-Orange	Berndt J. Leifeld, Jr.	Correction Sergeant	Downstate
Dan L. Hall	Plant Utilities Engineer 3	Mid-State	William Scanlon	Correction Sergeant	Edgecombe
Deborah Beckwith	Principal Stores Clerk	Mohawk	Mark R. West	Correction Sergeant	Green Haven

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Raymond S. Myers Correction Sergeant Green Haven
Thomas J. Short, Jr. Correction Sergeant Lincoln
Scott J. G. Will Correction Sergeant Lincoln
Joseph A. Leone Correction Sergeant Lincoln
James J. Fasce Correction Sergeant Lincoln
Joseph Tilson Correction Sergeant Sing Sing

Retirements

Bernadette Sells Nurse Administrator 1 Bedford Hills
Carolyn J. George Nurse 2 Bedford Hills
David Nivison Correction Counselor ASAT Cayuga
Terry L. Pelkey Nurse 2 Clinton
John Benware Indus Training Supervisor 2 Clinton
Adele Capuano Teacher 4 Coxsackie
Shafiq M. Subeh Plant Utilities Engineer 1 Eastern
George E. Butler Supervisor Volunteer Tutors Eastern
Nemesio Vazquez Cook Fulton
Jane C. Donnelly Keyboard Specialist 2 Greene
Robert J. Pierce Motor Vehicle Operator Greene
Francis Feely Dentist 2 Livingston
Carole A. Grooms Head Cook Livingston
Vincent Costantino Clerk 1 Main Office
Anthony Sandagato Supervisor Clothing Services Main Office
Judith Webb Nursing Assistant 2 Mohawk
Patricia A. Gavin Licensed Practical Nurse Mohawk
Michael A. Hluska, Jr. Supervising Housekeeper Mohawk
Kathleen Condon Nursing Assistant 2 Mohawk
Gwen M. Duncan Supr Inmate Grievance Prog Mt. McGregor
Barbara Y. Alleyne Nurse 2 NYC Admin
Donald F. Crowell Head Cook Oneida
Michael Carpino Locksmith Otisville
Thomas D. Roberts Dep Supt Security Services 3 Riverview
Karlton C. Franck Plant Utilities Engineer 1 Shawangunk
Matthew Adams, Jr. Chaplain Sing Sing
Vincent Carey Stores Clerk 1 Watertown
Dennis P. Zaffram Commissary Clerk 3 Wende
Janice C. Erion Principal Clerk Personnel Wyoming
Wayne E. Carter Correction Lieutenant Bare Hill
Mark Reeves Correction Lieutenant Cape Vincent
David Goslin Correction Lieutenant Franklin
James Kelly Correction Lieutenant Mt. McGregor
Martin J. Iritz Correction Sergeant Bare Hill
John H. Schneider Correction Sergeant Downstate
Donald R. Brown Correction Sergeant Fishkill
D. Gonzalez Correction Sergeant Fishkill
Benajah P. Ripley III Correction Sergeant Great Meadow
Clarence Goodman Correction Sergeant Lincoln
Katherine Dhalle Correction Sergeant Mid-State
James Fiori Correction Sergeant Taconic
Thomas D. Decker Correction Sergeant Willard
Michael Weathers Correction Officer Albion
Mike Pennington Correction Officer Arthur Kill

Jean Johnson Correction Officer Arthur Kill
Henry C. Cochran Correction Officer Arthur Kill
William G. Cousart Correction Officer Arthur Kill
Donald J. Yavicoli Correction Officer Attica
Rodney J. Clarke Correction Officer Auburn
Gregory Dobbins Correction Officer Bayview
Joseph E. Martin Correction Officer Camp Gabriels
Richard Mahannah Correction Officer Camp Pharsalia
Lawrence Blanchard Correction Officer Camp Pharsalia
Wayne R. Richards Correction Officer Clinton
Richard Kourofsky Correction Officer Clinton
Michael Provost Correction Officer Clinton
Jerry Buscarino Correction Officer Collins
Thomas J. Poloskey Correction Officer Coxsackie
Jose Colon Correction Officer Coxsackie
D. C. McIntosh Correction Officer Downstate
Thomas Cicio Correction Officer Downstate
Richard R. Lewis, Jr. Correction Officer Downstate
Christopher Nuttall Correction Officer Downstate
George A. McGregor Correction Officer Eastern
Pirkko Person Correction Officer Eastern
Gary M. Lido Correction Officer Elmira
Gary Devine Correction Officer Elmira
Gregory Sykes Correction Officer Elmira
Fred Cooper Correction Officer Great Meadow
William Pursino Correction Officer Green Haven
Delbert J. Akin Correction Officer Groveland
John Halbert Correction Officer Groveland
Gregory Kerr Correction Officer Groveland
Donald C. Vanwey, Jr. Correction Officer Lakeview
Demetrius Williams Correction Officer Lincoln
Suraphongs Suphatranand Correction Officer Mid-Orange
Malcolm Buffington Correction Officer Mohawk
Regina Thompson Correction Officer Mt. McGregor
David Westover Correction Officer Mt. McGregor
Richard Hecht Correction Officer Orleans
Robert Kordiak Correction Officer Shawangunk
Gene P. Bertholf Correction Officer Sullivan
Steven W. Pallom Correction Officer Sullivan
Kevin F. Hart Correction Officer Sullivan
James A. Collins Correction Officer Sullivan
Peter A. Green Correction Officer Ulster
Robert Davis Correction Officer Ulster
William K. Byrnes Correction Officer Ulster
Andrew T. Mazesky Correction Officer Walkill
Thomas A. Iorio Correction Officer Willard
Thomas Zuewsky Correction Officer Woodbourne

Deaths

Joseph A. Maus Head Farmer Sullivan
Thomas M. Conneally Correction Officer Downstate
David Gibson Correction Officer Fishkill
Anthony Terry Correction Officer Gowanda 🇺🇸

DOCS to recognize special needs, contributions of female employees

March is 'Women's History Month'

The impending arrival of March – which is Women's History Month – means DOCS employees are gearing up for their annual training symposiums for female employees from all disciplines.

The comprehensive sessions are not totally gender-based – male employees are welcome to attend the training sessions along with their female counterparts, and have often done so in the past. Commissioner Goord recognizes that females in corrections have unique needs and issues that need to be addressed in a predominately male-dominated profession. These annual training sessions feature a variety of speakers from inside the Department as well as from the outside community. They typically discuss a broad range of topics designed to help carve a suitable career path for females in corrections and provide for suitable coping strategies on their jobs and in their personal lives.

“On-going training has long been a vital component of this Department's mission as it helps to enhance security inside our facilities for staff and others,” said Commissioner Goord. “Women's History Month has historically provided the springboard for our female employees to meet as one to discuss issues of mutual concern to receive and share updates on the changing face of corrections. I applaud those employees who donate their time to set up these symposiums to help their coworkers. I urge all who have the chance to attend these sessions to do so.”

juxtaposed with the corrections profession they have chosen to pursue. These annual training sessions help provide them with the knowledge and coping strategies needed to achieve that balance between professional and home life.



Albion Captain Karen Ricotta speaks during last year's criminal justice training day for female employees at Willard.

Each hub organizes its own lesson plans and activities for the training symposiums. But there is a common thread: The need for individuals to become more aware of what they can do to better themselves both professionally and personally. Additionally, the training sessions help employees develop a camaraderie with their coworkers so that all can work together as one for the good of the Department.

Typical topics that are discussed at the training sessions include stress and ways of coping with it; the importance of proper nutrition and exercise; education on female issues like menopause, breast cancer and domestic violence, as well as the importance of setting realistic career goals while balancing them with personal lives and responsibilities.

The offerings at the training session are varied indeed, and often include a lot of input from members of the local community, particularly health care and mental health professionals. At one recent facility training symposium, for instance, speakers included a local acupuncturist. Representatives from the State

Police and Parole are also frequent speakers, as are nutritionists and representatives from national organizations like the American Heart Association and the American Cancer Society.

These training sessions for the Department's female employees have proven popular over the years and seem to be attracting more attendees annually. For instance, at the Clinton hub's training session earlier this year,

219 employees attended from prisons across the North Country. And out west, space limitations have led the Elmira hub to limit participation in its Women in Criminal Justice Training Day to 300 participants.

The annual DOCS-sponsored symposiums are also open to individuals from other law enforcement agencies. 



It was a near-capacity crowd for this Women's Training Day class over a year ago in Albany.

While regular and in-depth training for all Department employees is important, female employees typically have a few different issues to deal with. For instance, they're usually the prime caretaker at home, shuttling their children to after-school activities, attending parent/teacher conferences and maintaining the family household. That requires a lot of juggling when