

From: [Jones, Ronald](#)
To: [BOC \(BOC\)](#)
Subject: PSEG rules
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Good day!

I have been with the NYC DOC for thirty years.

Conditions in the city's jails are the worst I have ever seen them. Safety remains a key aspect to our existence and overall ability to do our jobs successfully. The impression, feeling, mindset, and overall disposition of the powers that be (including BOC) is that detainees come first. This mindset has led to low morale to the point of low self-esteem and no confidence in the leadership from the commissioner down.

Good organization productivity starts with the leadership. Leadership has to take responsibility for the wellness of their staff. Leadership has to take responsibility for the systemic issues and AGENCY WIDE PROBLEMS that plague their employees. Leadership at the NYC DOC has to take into account that their employees are valued.

Administrators for the various commands hand out more punitive sanctions against Uniform and non-uniform staff than they do toward the population.

Violence cannot be tolerated and there has to be sanctions imposed when staff is attacked and when detainees/inmates enact violence on one another.

The removal of punitive segregation is dangerous to all of our safety and any new concept that minimizes punishment for bad behavior must be scrapped or revisited.

I have a solution and propose the following remedy's:

1. All positive and constructive and productive participation in programs and Self help services should constitute all Detainees receive credit that is program acceptable within NYS Department correction and community supervision. This program/service credit should assist as they further their rehabilitative development in state prison. A collaboration with NYS Corrections and the State Commission on Corrections, BOC and NYC DOC.
2. Erect the jail programs such as Substance Abuse Intervention Division Institute for Inner Development, Gang Violence Coordinators and the High Impact Incarceration Program. These programs once served as a model for real rehabilitation, personal development, and a reduction in the jail violence
3. Dedicated housing with trained officers and skilled staff. Implement Cardinal rules that if

violated will result in expulsion and a return to general Population. Staff will oversee a well supervised house structure of inmates who provide peer leadership, exemplary behavior and a personal willingness to change and improve their lives. We have to create an environment that promotes safety, motivation, positive behavior and staff leadership. Housing areas or jails that are dedicated to rehabilitation do not exist in NYC DOC anymore. It is time to bring these initiatives back.

4. Violent behavior and rampant drug use must be addressed thru law enforcement measures. Ongoing drug use leads to violence. When you cant get high, you will resort to measures that in most cases will result in violence.
5. Narcotics Anonymous and Alcoholics Anonymous must return to the jails

Leadership/management must make a concerted effort to improve DOC conditions overall for their employees and the jail population.

This requires more experienced leadership, solid programming and services targeted for the population that will foster a willingness to stop the violence.

We have to get as many inmates possible to aspire, be motivated and be willing to change the condition of their lives.