

BOLD PRINT

JULY/AUGUST 2017



START UNIT
1 YEAR ANNIVERSARY



MEET YOUR LEADERS

**3 QUESTIONS WITH:
BUREAU CHIEF OF SECURITY**

WARDEN'S CORNER

**CORRECTION OFFICERS
FOR CHRIST**

LEADER OF THE BAND



CYNTHIA BRANN
Acting Commissioner

Commissioner's Message

Over the past few months the Department has experienced changes in leadership but not in direction. This is an appropriate time to reflect on and celebrate our successes over the past three years. I am honored to serve as your Acting Commissioner. I assure you, together, we can stay the course and remain committed to adopting correctional best practices across the agency.

Your dedication, determination and hard work has allowed us to embed many elements of the Department's anti-violence reform agenda into our daily work.

We've provided comprehensive camera coverage, stepped up our ability to stop weapons and drugs from being smuggled into DOC facilities, and created an integrated inmate classification and housing strategy. We've redefined our investigations division, designed and implemented a robust new recruitment and hiring plan, improved our custody management procedures and expanded in-service training, all while driving down excessive overtime. All these steps are designed to increase your safety and improve your working environment.

While there is work left to be done, you've built a solid foundation from which to move forward, and I am confident that we are all up to the challenge. Through open communication, personal accountability and commitment to ensuring public safety, we will achieve the ambitious goals we have set for ourselves.

Once again, I would like to thank the men and women who successfully located an inmate who walked away from the recreation yard at the Anna M. Kross Center (AMKC) in July. Your coordinated actions helped safely return this inmate into custody.

Always remember, you play a vital role in the criminal justice system and keeping New York City safe.

I, along with every uniform and non-uniform leader at DOC, remain committed to providing you with the training, tools, resources, and support necessary for you to be safe and successful.

We appreciate and thank you for the work you do every day.



NYC DOC
Recruitment



@JoinTheBoldest
@CorrectionNYC



NYCDOCTV



@JoinTheBoldest



NYC Department
of Correction

BOLDPRINT

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MEET YOUR LEADERS



CYNTHIA BRANN
Acting Commissioner

Cynthia Brann was named Acting Commissioner in June, 2017. She has 33 years of corrections and public safety experience, with the last two years at the Department of Correction.



ANGEL VILLALONA
Acting First Deputy Commissioner

Angel Villalona was named Acting First Deputy Commissioner in June 2017. FDC Villalona began his career as a Correction Officer in September 1995 and was assigned to the Central Punitive Segregation Unit at the Otis Bantum Correctional Center (OBCC).



HAZEL JENNINGS
Acting Chief of Department

Hazel Jennings was named Acting Chief of Department in June 2017. Chief Jennings began her career at DOC in 1989, when she was assigned as a Correction Officer at the Robert N. Davoren Center (RNDC).



MARK STRANGE
Acting Senior Deputy Commissioner

Mark Strange was appointed Acting Senior Deputy Commissioner at DOC in June 2017. Strange spent the last 18 months serving as a Senior Correctional Administrator assigned to the Commissioner's office at DOC. Prior to coming to New York City, Strange served for 29 years with the Connecticut Department of Correction.



Correction Officers for Christ (COFC)

BY: ARMANDO CHABRAN

The fraternal organization, Correction Officers for Christ (COFC) was founded in 1989 by now retired Correction Officer William Greene. His thought was to create an organization where DOC staff can come together and pray for the men and women of the Department who serve the city of New York, often in the most extremely dangerous environments.

The mission of the group is, "to lead all correctional staff, civilian employees, and their families to a knowledge of the life changing power of Jesus Christ in a practical and transparent way, as we endeavor to meet human needs in Jesus' name, without discrimination." This duty has not changed in 28 years and will never change, but there are ways to evolve.

COFC has been taking prayer on the road with Prayer on the Move, and has been spending a week at a time praying with the men and women at different facilities.



The experience has been wonderful as they have been receiving more interest in their organization, and ultimately have been creating a more inclusive work environment for all staff, regardless of faith. COFC's goal is to never alienate or force belief, but to encourage brother and sisterhood throughout the agency.



SAFETY AT DOC

Three Questions With Bureau Chief of Security Brian Sullivan



1

How has the Department changed the "culture of violence" to a "culture of safety" inside Rikers?

- ▶ Emphasis on rehabilitation through programming rather than punishment.
- ▶ Training officers to de-escalate potential incidents without force, restart housing programs and fixing the infrastructure of facilities.
- ▶ Better Mental Health and counseling for inmates.
- ▶ Re-imaging the entire purpose of jail while being incarcerated on Riker's Island.

2

Top 3 things the Department is doing to ensure the safety of staff?

- ▶ Enhanced training of staff at all levels.
- ▶ Better supervision of staff as well as inmates.
- ▶ Enhanced situational awareness training.

3

What can be done to improve on the work that has already been done?

We cannot let it revert back to where we started. Constant re-evaluation of policies, effectiveness of implemented programs, and staff training.

MEET YOUR COLLEAGUES



Associate Staff Analyst (Legal)
Edwin Felicien



In Memoriam
February 1932 – August 2017

- 1 When and why did you decide to join the Department of Correction?**
I took the Correction exam along with several of my friends when I was a teenager. I was called for an interview in 1960 but couldn't become an Officer because of a medical issue. I was however, offered the opportunity to work as a civilian clerk and took it.
- 2 What are your hobbies outside of work?**
During my younger days I was a track runner. I completed 18 NYC Marathons.
- 3 What is the best advice you have ever received?**
Listen to your supervisors and no trouble will come your way.
- 4 One thing that people may not know about you?**
I worked for about 20 years on Rikers Island, was subsequently transferred to the Legal Division at Hudson Street and have worked with the Legal Division for over thirty years.
- 5 What do you want to be remembered for?**
Working for 55 years at the New York City Department of Correction.

DOC honors Mr. Felicien who passed away before the newsletter was published



CARE UNIT
Captain Latiesha Staley

- 1 When and why did you decide to become a Correction Officer?**
After the birth of my daughter, I knew I had to get a good job with benefits and a pension to support my family. In 2007, I took the DOC Exam and joined the Department in 2008.
- 2 What are your hobbies outside of work?**
I enjoy going to the movies, listening to music, and writing poetry.
- 3 What is the best advice you have ever received?**
The minute you think of giving up, think of the reason why you held on for so long. This quote is displayed in my office and I read it every day, it's what keeps me going.
- 4 One thing that people may not know about you?**
It's a must that I have a cup of coffee to start my day to maintain a level head.
- 5 What do you want to be remembered for?**
I want to be remembered for remaining the same as I have risen through the ranks and that my passion to help others stayed on overdrive.



Feeding a Small City Three Times a Day

BY: JACK RYAN

Each day, 365 days a year, the Department's Nutritional Services Division (NSD) prepares about 35,000 meals for inmates. Of those about 28,000 are served at the jails and 7,000 are served in the courts. In addition they prepare approximately 7,000 meals daily for staff. That is a daunting task.

Glenn O'Connor, the Senior Executive Director of the NSD, is proud of the work his team does. There are five kitchens on Rikers alone serving 12 jails and the court facilities.

In addition, NSD has kitchens in both MDC and BKDC. The meals for VCBC are transported from GMDC on Rikers Island

Adding to the challenge, the NSD has to account for inmates with special nutritional needs and those who require special diets for religious reasons.

Each facility, he said, has a team of uniformed and non-uniformed members consisting of; a Food Service Administrator, Food Service managers, cooks, senior cooks,

Food Service Captains, Food Service Officers, inmate workers, storekeepers, and dieticians.

The NSD includes 240 persons, but O'Connor is quick to note that his crew couldn't do their job without the cooperation of uniformed and non-uniformed staff at each facility.

Additionally, there is an Administrative Team that oversees procurement, receiving, storage, and distribution.

O'Connor said, "My philosophy is fairly simple; no one should go hungry, food should not be used for reward or punishment and NSD must fulfill its responsibility in the care and custody of inmates by delivering a nutritious, high quality product, timely, within proper temperature."

O'Connor has been with the Department of Correction since 2016.

His team, he says "works very hard in meeting their responsibilities. Like postal carriers, no matter the weather, the time of year, holidays, weekends, overnights and overtime, NSD's personnel are there - taking our duty very seriously."



#DOCCares: NYDO

BY: DEB STEWART

Correction Officer-turned-Investigator, James Robinson, is involved in numerous activities at the DOC and his enthusiasm for his career is evident when he speaks. "I'm proud to be part of this agency. We're a professional, community-focused agency and we've made so many great improvements—you don't stay somewhere for 33+ years without loving it."

Administrative Investigator Ingris Martinez, an 11-year civilian employee, agrees. "I've always had a love for service and dedicating my time to good causes. I get the opportunity to do that here."

Both Robinson and Martinez are executive board members of the New York Dominican Officers Organization (NYDO). NYDO brings law enforcement professionals together from federal and state agencies to promote positive interactions between members of the Dominican community and law enforcement. They also address the needs of the communities.

"We've held workshops citywide to help empower women, and to prevent

bullying and crimes against the elderly; we've organized school supplies initiatives to the DR; we have packed care packages for DOC officers who were deployed to military service; and we've done Christmas deliveries to the neonatal unit at a local hospital."

"That was my favorite volunteer project!" says Robinson. "To see the joy on the parents' faces when they receive an unexpected gift at such a difficult time, you really feel like you're helping. That joy is worth zillions to me."

NYDO is one of more than a dozen fraternal organizations at the Department of Correction. To see the full list and learn more, visit nyc.gov/jointheboldest

DOC Overview > Diversity at DOC



Training and Teamwork The Key to S.T.A.R.T's Success

BY: SHALEEM THOMPSON-BUSH

Launched in July 2016, the S.T.A.R.T (Special Tactics and Responsible Techniques) training program has made considerable steps in enhancing the safety of officers at work.

"People have come back saying they used the techniques we taught them and were able to get inmate compliance. They were happy to learn the skills because they really works," said Battalion Supervisor Abdul-Malik.

Captain Abdul-Malik has been with the Department for 16 years. She said that this comprehensive four-day training program for all uniform employees was developed by staff at the Correction Academy and Emergency Services Unit, and now places DOC among a small group of law enforcement agencies who teach these skills.

"The training is holistically designed to not only teach defensive tactics and special skills but also health and nutrition," Abdul-Malik

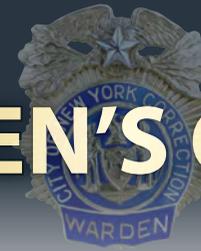
Abdul-Malik credits the success of the training to her hard working team.

"I have an amazing staff. It is a team effort. We have six battalion supervisors along with six dedicated correction officers who are all certified defensive tactics instructors. We are just a loving family at the S.T.A.R.T program."

Approximately 96% of active duty staff have received training since the inception of this program.

Stay tuned...New Use of Force policy launches September 27.

WARDEN'S CORNER



BKDC has successfully launched a mentoring program called Staff Warden Advisory Group (S.W.A.G.) and it is proving to be very effective. Mentors are dedicated to the program and it has resulted in positive reform in our mentees. Team leaders have enabled officers to regain the confidence needed to ensure that they are performing their duties of Care, Custody, and Control. Officers are receptive and thankful for this program thus far. They strive for continued greatness and future success as a team.

GRVC hosted the second PAWS of Purpose. Canines Thumper, Sky, and Duchess completed their 8 week training program. The dogs are now ready to be placed into loving and caring homes.

OBCC has successfully opened 4 Restarted Housing Units!

TRANSPORTATION is conducting mentoring workshops to assist their staff who may have challenges in various areas that pertain to their duties. Topics include:

- ▶ Restraint placement
- ▶ Reviewing/Understanding Intake paperwork
- ▶ SRG Overview
- ▶ Situational Awareness

The workshops are facilitated by officers currently assigned to Transportation Division with assistance from staff assigned to ESU (restraints) and BSOFO (SRG). They are utilizing these summer months as the opportunity to do the workshops because the court count is lower.

EMTC recently planted a garden in front of EMTC. This newly designed garden is boosting staff morale! It is also giving employees a few minutes to relax and enjoy the warm weather before returning to the hustle and bustle of the facility.



**EQUAL EMPLOYMENT OPPORTUNITY (EEO)
SATELLITE OFFICE NOW ON RIKERS**

Monday-Friday 0700-1700 hrs. | Drop box available after hours

For staff behind the gates and for those who can't make it to headquarters

We Heard You!

Convenient | Discreet | Accessible

Offering Training, Interviews, Intake counseling and much more



A New Chapter for the North Infirmiry Command (NIC)

BY: ALI PARKS

Structural improvements are underway at the North Infirmiry Command (NIC). These improvements are being made to ensure that staff and their work environment are suited to meet the demand of their line of work. NIC has undergone many security enhancements such as the installation of new equipment and technology, and special training for staff. These resources will provide NIC with the ability to face the challenges that each day may bring. Best practices from outside jurisdictions, along with DOC's lessons learned will strengthen NIC's future operation.

Warden Scott looks forward to the reopening of the facility. "This is an exciting time. We are embarking upon a new chapter here at NIC. It will be challenging work, but with patience and perseverance, our family at NIC will work tirelessly together to bring about a safe future filled with success and

camaraderie," she explains. She is motivated about the progress and knows that while the work continues, they are drawing closer to the finish line.

North Infirmiry Command is expected to open October 1st.



SECURE UNIT

This summer the Department celebrated the first year anniversary of the Secure Unit. This unit was established to help manage young adults whose negative and violent behavior is best addressed in a smaller setting, surrounded by steady and dedicated staff who afford stability and programming.

To date thirty-six unique young adults between the ages of 18-21 have been placed at Secure. Out of the thirty-six, ten young adults have completed all three phases and have been integrated to general population while six other young adults have been

discharged to the community.

Thank you to our dedicated, hard-working staff for your vision, leadership, and the contributions that have led to the success of Secure.

NORTH INFIRMARY COMMAND RE-OPENING SOON

STAFF BENEFITS!

- SPECIALIZED ESU TRAINING
- OPPORTUNITY FOR INCLUSION IN UPCOMING ESU BASIC TRAINING COURSE
- POTENTIAL ELIGIBILITY FOR ASSIGNMENT TO PREFERRED COMMAND AFTER 18 MONTHS OF GOOD PERFORMANCE AT NIC BASED ON AVAILABILITY

APPLY NOW
 SEND APPLICATION VIA U.S. MAIL OR INTRADEPARTMENTAL MAIL TO:
 N.Y.C. DEPARTMENT OF CORRECTION
 OFFICE OF ADMINISTRATION
 75-20 ASTORIA BOULEVARD - SUITE 90
 EAST ELMHURST, NEW YORK 11370
DEADLINE:
 Wednesday, September 6, 2017



LEADER OF THE BAND

BY: JACK RYAN

There are many doors leading to a career at the Department of Correction, but few if any Members of Service have a backstory more remarkable than that of GRVC Deputy Warden Ronald Miller.

As a young man, Miller achieved success in the music world as a guitarist, band leader, song writer, and record producer. He produced a platinum record for the Pet Shop Boys and a gold record for the Fat Boys.

As a guitarist, working under the name Ron Dean Miller, he performed with some of the biggest names in the recording business, such as: the late Phyllis Hyman, Roberta Flack, Ben E. King, Denroy Morgan, Kenny G, and many more.

Miller said his career in music started at age 14 when his father bought him a set of bongos from a music store for \$2.50.

That music career, at least the professional part, came to an abrupt end in 1996 when Miller became a correction officer. Over the last 20 years, he has worked his way up the ladder

and now serves as the Deputy Warden of Programs at GRVC.

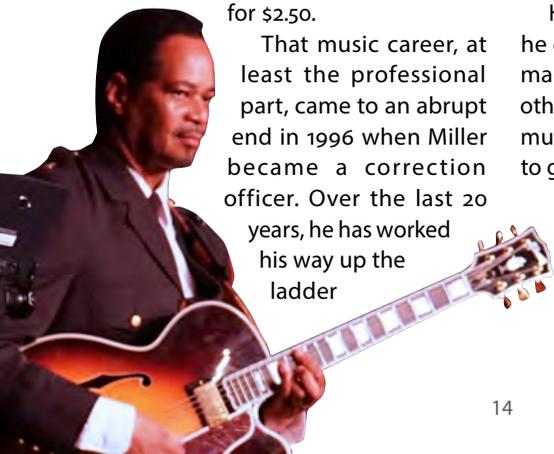
When asked why he left the glamorous world of rock 'n' roll for walking the halls of the city jails, he said, "I find having the opportunity to help people transform their lives to be a deeply rewarding challenge. But I never lost my love for music."

He takes great satisfaction in finding ways to make the jails safer for the officers who work in them. His jail was the first to introduce a reform program last year that has greatly reduced violence and he is proud of the innovative programming that is helping inmates to lead successful lives upon release.

His two loves came together in 2008 when he created the Boldest Jazz Band, which is made up of DOC staff. "I found there were other officers like me, with professional-level music skills who welcomed the opportunity to get on stage again," he said.

Today his DOC band plays at agency and citywide events.

Looking back on two successful careers, Deputy Miller says simply, "I feel blessed."



JOB WELL DONE!

To Communication Officers Michael Bruij and Shaun Toner, who discovered the inmate who escaped from the Anna M. Kross Center (AMKC) recreation yard on July 26.

"We walked over to the Commissioner's Office and everybody was outside, Chief Jennings was right up front and everyone was hugging us and clapping. It was a really good feeling. Everybody was one at that point: DOC, the NYPD, Port Authority police, New York State police, and DEP police."

Correction Officer Michael Bruij (Radio shop)

"I couldn't believe we found him. Every single MOS from CO to PD was looking for him and we were the lucky ones. It was a great feeling knowing that DOC caught him and put him back into custody which is all that matters."

Correction Officer Shaun Toner (Radio shop)



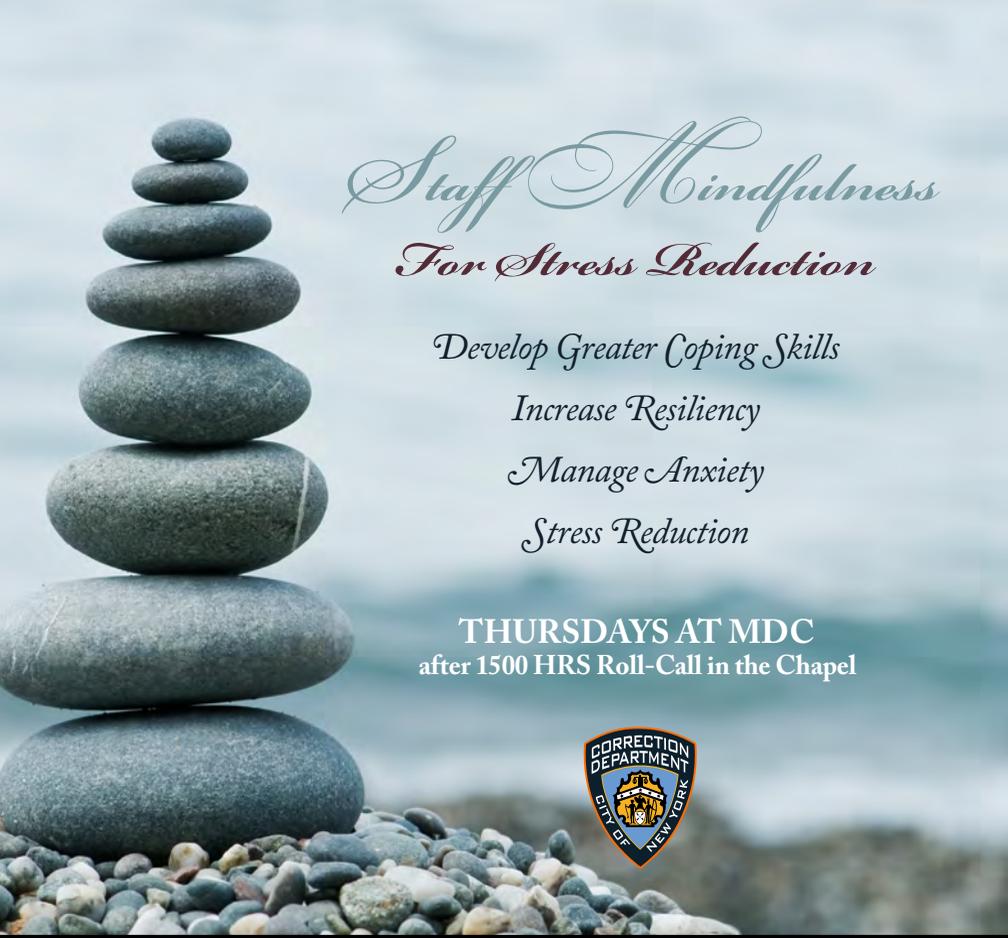
"I would like to thank the men and women of DOC for their time and extraordinary effort in locating and safely returning to custody an inmate who escaped from the recreation yard at Anna M. Kross Center (AMKC)."

- Acting Commissioner Cynthia Braun

WHAT'S UP DOC?

A LOOK AT WHAT'S HAPPENING AT DOC





Staff Mindfulness

For Stress Reduction

Develop Greater Coping Skills

Increase Resiliency

Manage Anxiety

Stress Reduction

THURSDAYS AT MDC
after 1500 HRS Roll-Call in the Chapel



“Boldest Sports” is a fraternal group of athletes dedicated to providing members of the NYCDCO an opportunity to improve their physical and mental well-being, while participating in activities that they enjoy! All of the “Boldest” teams strive to promote qualities such as teamwork, sportsmanship, competition, camaraderie, leadership, pride, and professionalism; all while successfully and professionally representing the DOC. The teams primarily compete against other law enforcement agencies and in law enforcement leagues and tournaments. If you have an idea or suggestion for a new team, or you are looking to join one of the existing teams, we can help. You can reach us via email at: boldestsportsandevents@doc.nyc.gov or boldestsports@gmail.com.

-Captain Chamberlain,
President & General Manager of “NYCD Boldest Football”



RECOGNIZE YOUR PEERS

The Employee Recognition Program is the acknowledgment of an individual's behavior, effort, and accomplishments that support the DOC's goals and values.

JULY 2017 WINNERS

NAME	COMMAND
UNIFORMED	
J. REGICE	A.M.K.C.
S. THOMAS	B.H.P.W.
C. LOMAX	B.K.D.C.
L. DIAZ	B.X.D.C.
P. WOLAK	C.A
K. HASANGJEKJ	C.I.B.
B. BYRD	D.C.J.C
M. JEAN-FRANCOIS	E.H.P.W.
Y. CAI	E.S.U.
B. MOORE	G.M.D.C.
Y. WYNN	G.R.V.C
R. CORNETTO	H.Q.
S. THOMAS	M.D.C.
A. POMAAH	R.M.S.C.
N. JONES	T.D.
R. VILLAR	W.F.
NON-UNIFORMED	
DANE CHONG	H.Q.
TANYA LANTHIER	R.N.D.C.

TO NOMINATE ONLINE: DOC Homepage > "Employee Recognition Program" link

TO NOMINATE IN PERSON: Submit a paper nomination in the orange or black ballot box at each command



**RUN-WALK
TO REMEMBER
5K 10K
RIKERS ISLAND**

SATURDAY SEPTEMBER 9TH 2017
(RAIN OR SHINE) 0900 HOURS (SHARP)

ALL INTERESTED RUNNERS MUST REGISTER AT [HTTPS://RIKERS9-11RUN.EVENTBRITE.COM](https://rikers9-11run.eventbrite.com)

DOC invites you, your family, and friends to participate in the Run-Walk to Remember. A maximum of 3 guests per runner will be allowed to attend. Any guest that elects to participate in the run, will be permitted to register and is also allowed 3 guests to attend on their behalf. All guests of registered runners will be transported to the finish line where an award ceremony and BBQ will take place.



**FEATURING A KIDDIE RUN
AT THE END OF THE RACE**

NO REGISTRATION REQUIRED

FOR MORE INFORMATION CONTACT: DOC5KRUN@DOC.NYC.GOV