

BOLDPRINT

JANUARY/FEBRUARY 2018



Will I lose
my job?

Will this affect
my vacation picks?

Where will
I work next?

Is there a special
transfer process?

Am I going back
to the wheel?

Will I get a
steady post?

GMDC CLOSURE: The Information You Want And Need



CYNTHIA BRANN
Commissioner

Commissioner's Message

In 2018, it is my hope and responsibility to have us work together to collaborate with a mutual respect to solve any issue or problem.

Our goal is to deliver results through the officers and non-uniform staff to continue to drive major culture change across this agency. This goal is not just the Department's, but also a major objective of the City's.

Our shared ambitions and commitments include keeping our focus on increasing staff safety, reducing our in-custody population over the next 10 years, closing facilities on Rikers Island, and helping to design and build modern community-based facilities.

The announcement of the City to close GMDC by this summer is part of that shared commitment. We have worked with the City to balance the closing of Rikers while managing our population, and keeping our officers and staff safe.

We will make every effort to accommodate staff transfers out of GMDC, and will allow those who wish to continue working with the young adult program the ability to do so.

I know change can be unsettling, but we cannot allow fear to stop us from growing, evolving and progressing. With that, I reaffirm my commitment to your safety and success in this Department. Thank you for everything you do every day to keep the City and each other safe.

Sincerely,

Cynthia Brann
Cynthia Brann



NYC DOC
Recruitment



@JoinTheBoldest
@CorrectionNYC



NYCDOCTV



@JoinTheBoldest



NYC Department
of Correction

BOLDPRINT

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NEWS BRIEF

Corrections Department Aims To Reduce Recidivism

More than 100 people gathered at Brooklyn Borough Hall, 209 Joralemon Street in Downtown Brooklyn on January 29 with a common goal: a second chance.

That event was the City's Department of Correction (DOC) hosting of a panel and job fair aimed to support re-entry for formerly incarcerated individuals.



With earlier town halls held in the Bronx and Queens, the Brooklyn event is the last of the Confronting Recidivism series. Phil Terwiel of the DOC moderated the panel, which included Winette Saunders Jackson, also from the DOC, Kevin Cummings of the Department of Small Business Services (SBS), Felicia Henry of the Mayor's Office of Criminal Justice, Stanley Richards of the Fortune Society and Lorenzo Gallo of The Safety Group Ltd.

The panelists underscored the importance of training and employment opportunities to reduce recidivism.

<https://www.kingscountypolitics.com/corrections-department-aims-reduce-recidivism/>

FEBRUARY CIVIL SERVICE EXAM SCHEDULE

Did you know there are
33 civil service exams being
administered this month?



NYC
Citywide Administrative
Services

TO SEE THE FULL LIST OF EXAMS AND APPLY GO TO:
nyc.gov/DCAS > Work for the City > View Exam Schedules



G.M.D.C. CLOSING



THIS SUMMER, NEW YORK CITY WILL CLOSE THE GEORGE MOTCHAN DETENTION CENTER (GMDC) JAIL FACILITY ON RIKERS ISLAND

WHY CLOSE GMDC?

- GMDC is the facility with the smallest population and it has been at less than 50 percent capacity because of necessary repairs, creating inefficiencies.
- The number of young adults in DOC custody has decreased from 1140 in 2016 to 851 in 2017—representing only 9.8 percent of our total population.
- Our overall population has fallen to approximately 9,000, the lowest in over 35 years.
- With the new Raise the Age law, adolescents will be moved off island. When it comes into effect, it will free up space for reconsolidation of young adults into RNDC.
- By the summer, our preliminary plan is to move 18-year-olds into RNDC as it has the infrastructure, the program space, and the culture of working with the young population.
- 19 to 21-year-olds will move into EMTC with the goal of creating young-adult specific housing units, and eventually the majority of the young adults will be consolidated into RNDC.

HOW THIS AFFECTS YOU:

- This closure will not result in layoffs or a reduction in DOC staff.
- Instead, it will help DOC reduce overtime, creating a better quality of life for our staff; provide important training and support with an accelerated in-service training schedule and mentorship program; assist in carrying out repairs that are needed in the facility and strengthen staff in other key areas.
- In the coming months, DOC will develop plans on the transfer of staff to other facilities.

The Department will remain committed to our young adult plan and will stand up adult units where staff can continue to use the skills and training, and culture change that was successfully implemented at GMDC.

Everyone should remember, the true value of GMDC's success over the years is not with the building. It's with the hardworking, dedicated GMDC officers and staff.

GMDC staff at every level took a targeted approach to addressing multiple aspects of our safety-first reforms, which focused on young adult custody management. They should be applauded for their efforts, which will now continue in other facilities.



CONGRATULATIONS

Angel Villalona

On Your Appointment to
First Deputy Commissioner



February is Heart Disease Awareness Month



Heart disease is the number one cause of death in the United States. It is however one of the most preventable. Follow these seven simple tips to reduce your risk today.



Get Active

Living an active life is one of the most rewarding gifts you can give yourself and those you love. Simply put, daily physical activity increases your length and quality of life.



Eat Better

A healthy diet is one of your best weapons for fighting cardiovascular disease. When you eat a heart-healthy diet, you improve your chances for feeling good and staying healthy – for life!



Lose Weight

When you shed extra fat and unnecessary pounds, you reduce the burden on your heart, lungs, blood vessels and skeleton. You give yourself the gift of active living, you lower your blood pressure and you help yourself feel better, too.



Manage Blood Pressure

High blood pressure is a major risk factor for heart disease and stroke. When your blood pressure stays within healthy ranges, you reduce the strain on your heart, arteries, and kidneys which keeps you healthier longer.



Control Cholesterol

High cholesterol contributes to plaque, which can clog arteries and lead to heart disease and stroke. When you control your cholesterol, you are giving your arteries their best chance to remain clear of blockages.



Reduce Blood Sugar

Most of the food we eat is turned into glucose (or blood sugar) that our bodies use for energy. Over time, high levels of blood sugar can damage your heart, kidneys, eyes and nerves.



Stop Smoking

Cigarette smokers have a higher risk of developing cardiovascular disease. If you smoke, quitting is the best thing you can do for your health.

Source: www.heart.org

DOC PROMOTES HAZEL JENNINGS TO CHIEF OF DEPARTMENT

Commissioner Cynthia Brann officially promoted Hazel Jennings to the position of Chief of Department at a ceremony held in Queens, New York on January 26. With this promotion, Jennings becomes the highest ranking uniformed officer at the New York City Department of Correction.



"I am both humbled and challenged by this honor"

– Chief Jennings

Jennings joined the Department as a Recruit Correction Officer in 1989. In her 28 years at DOC, she has served as a Captain, Deputy Warden, Warden, and Bureau Chief of Security.

Mayor Bill de Blasio said, "Hazel Jennings has been instrumental in leading reforms that have made our jails safer and fairer, and she is a perfect fit to be the Department of Correction's highest ranking uniformed member. I'm confident her leadership will continue to move our jail system forward."

And Commissioner Cynthia Brann said, "I look forward to working with Chief Jennings. I will draw upon the wisdom she has gained from decades of experience. And I will value her counsel as we work together to take our rapidly changing Department to the next level."

Jennings demonstrated her courage and leadership in 2011 when a three-alarm fire broke out on the roof of GMDC. At the time, as an Assistant Deputy Warden, Jennings was the on-duty Tour Commander and her

prompt response ensured the safety of 241 inmates as well as officers and other staff on duty at the time.

Her actions displayed true leadership and averted what could have become a disaster. In the end all inmates were safely moved and there were no injuries to staff or inmates.

For her actions Jennings was awarded DOC's Meritorious Service Medal in November 2011.

In October 2015, Jennings was appointed Bureau Chief of Security. Over the past three years, she played a major role in implementing widespread adult supervision reform designed to increase safety in the jails and improve outcomes for people in custody upon release.

"I believe we are on our way to becoming the flagship correction Department in the nation and that we will set a standard for others to follow. I want to thank Commissioner Brann for her trust and all of those who have supported me along the way."





BREAKING DOWN THE BARRIERS:

In January 1984, Jacqueline M. McMickens made history when she was appointed the first black female Correction Commissioner by then Mayor Edward I. Koch. The appointment was doubly historic: A 20-year veteran of the department who started as a Correction Officer, Ms. McMickens was also the first female Correction Officer to become Commissioner of a major American correctional agency.



CHIEF WHO HELPED SHAPE DOC'S LEGACY:

Chief Robert N. Davoren served DOC for more than 35 years, before retiring in 2006. The Robert N. Davoren Center, which houses adolescent inmates, was named after him that same year. Davoren started his DOC career as a Correction Officer in 1971.

BLACK HISTORY MONTH FACTS & FIGURES



DOC "FIRSTS":

Among, DOC African-American "firsts" was Chief Gerald Brown, who from 1978 to 1979, served as Chief of Operations, the highest ranking uniformed position at the time.



AFRICAN AMERICANS IN THE DEPARTMENT:





2017 DOC Accomplishments



Population

Population has dropped below
9,000 the lowest in 35 years

Created and released
first ever DOC
smartphone app



Now offering up to 5 hours
of daily programming to
every general population
inmate



Issued
revamped
UOF policy



Completed the first round
of S.T.A.R.T. training



All on-island
facilities have
100% coverage
in housing



Completed

More than 8,000 completions of hard
skills training programs



Setting Records
A record number of
new recruits graduated

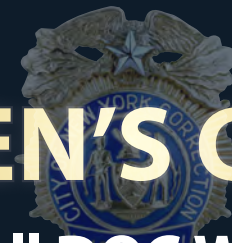


Launched
paperless Case
Management
System



100+ new
captains graduated

WARDEN'S CORNER



Calling all DOC Wardens!!!

*If something great is happening in your facility we want to know.
Share your accomplishments, interesting stories, photos, staff
recognitions and more.*

Email: BoldPrint@doc.nyc.gov

9/11

MEMORIAL & MUSEUM 5K RUNWALK

PRESENTED BY

RXR

JOIN US ON SUNDAY, APRIL 22, 2018

The run/walk will begin at the North Cove Marina at Brookfield Place, Manhattan and take participants through a scenic route along the waterfront before finishing near the 9/11 Memorial & Museum.

Community Day located on Greenwich St., is a family-friendly festival open to the public with entertainment and activities for all ages.

Participants Will Receive:

Event Bag and T-Shirt

25% Off 9/11 Memorial & Museum Entry On Race Day

Other Exciting Offers



NYC DOC employees can register using
the code **CORRECTIONS** for special price

Register Today at 911memorial.org/5K

SAFETY AT DOC

Three Questions With Timothy D. Farrell

SENIOR DEPUTY COMMISSIONER



1. How has the Department changed the “culture of violence” to a “culture of safety” inside Rikers?

- ✓ The city and agency have invested millions in training to provide staff with the most effective tools and modern practices to manage the population.
- ✓ Programmatic opportunities have increased to allow more support staff to work directly with the population.
- ✓ Staff are being steadily assigned to housing units, thereby permitting a consistent and common presence with staff to a particular unit.
- ✓ Incident Command System response has been implemented which permits a more rapid response to an incident location.

2. In your new role as Senior Deputy Commissioner, what changes would you like to implement to build on this culture of safety of staff?

- ✓ To continue and improve support for the line staff, our line staff need to have the security that they will be supported in their decisions and the completion of their duties.
- ✓ To improve on the safety and security of facility operations by focusing on standard security inspections and audits.
- ✓ To improve and expand upon programming opportunities for the population.
- ✓ Finally, simply continue to improve upon the working conditions of the units to which staff work and inmates reside.

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

- ✓ Be consistent and continue to look forward. There also needs to be patience at all levels. The issues we face today did not happen instantaneously and they certainly will not be corrected instantaneously. The changes we implemented may not always work and people need to understand that is ok. We just need to persevere and adjust the process but continue the progressive changes. Change is never easy but is necessary.

Timothy D. Farrell was appointed Senior Deputy Commissioner in January 2018. In this capacity, he will be responsible for oversight of Classification and Population Management, Quality Assurance, Adult Programming and Youthful Offender and Young Adult Programming. He will also generally oversee the Department’s efforts related to “Raise the Age” and Closing Rikers. Mr. Farrell previously served, since March 2015, as Deputy Commissioner for the Office of Classification and Population Management. Before that, he was a member of the Connecticut Department of Correction at the Bridgeport Correctional Center from 2011 to 2014, serving in the capacity of Warden. In his 28 years in corrections, he served as Officer, Shift Supervisor, Deputy Warden, and Warden. Mr. Farrell graduated from Mattatuck Community College in Waterbury, Connecticut majoring in Criminal Justice

In 1991, he was promoted to the rank of Lieutenant of the New Haven Correctional Center, where he was Shift Supervisor of a staff of 300 and inmate population of 800. In 1993, he was promoted to Captain. In 1999, he was promoted to Major, reporting to the facility Warden. In 2007, Mr. Farrell became Deputy Warden and in 2011, he became Warden 2, responsible for the complete management oversight of three facilities, one of them being Cheshire Correctional Institution. Mr. Farrell retired from the Connecticut correctional system in December 2014.

DOC OPENS STATE OF THE ART COMPLIANCE AND SAFETY CENTER

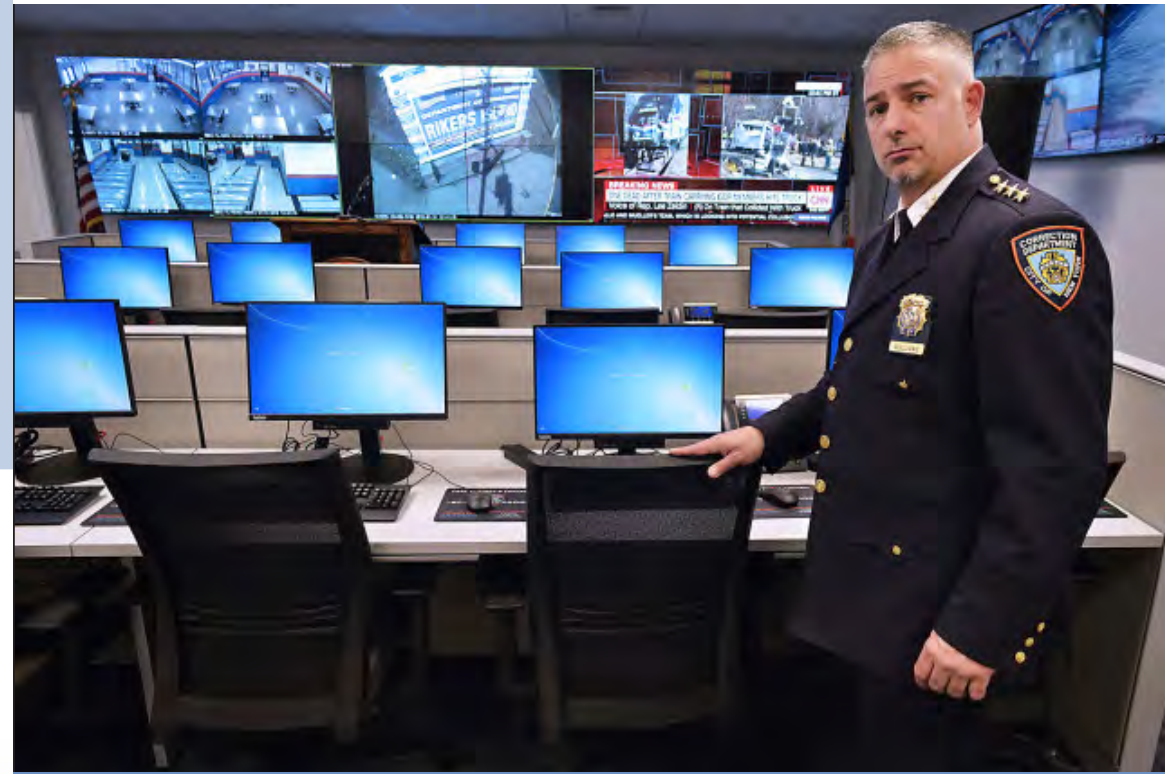
The Department of Correction opened a new “Compliance and Safety Center” (CASC) on January 31, which hosts the Compliance and Video Monitoring Units, as well as a new Emergency Operations Center (EOC). The CASC will serve as both an integrated command post to aid in the Department of Correction’s rapid-response efforts to keep officers and inmates safe in emergency situations, and to strengthen compliance with correctional standards and protocols. The CASC leverages the fact that all areas of Rikers Island accessible to inmates now have 100% camera coverage, giving the Department an unprecedented ability to centrally review and respond to incidents in real time, ensure accurate and timely reporting, and monitor compliance with minimum standards on a day-to-day basis.

“The Department of Correction cares deeply about the courageous men and women who perform with great professionalism one of the toughest jobs in law enforcement,” said Department of Correction Commissioner Cynthia Brann. “With the opening of this new center, we will give our people new tools to meet the highest standards of core correctional operation protocol and to coordinate emergency support at a moment’s notice. With new, cutting edge technology at our fingertips, we anticipate a safer and more secure environment for everyone.”

The Emergency Operations Center is equipped with 20 flat screen television monitors, 15 landline telephones, 29 computers and a situation room for senior-level meetings. There are also 18 portable radios, one FAA Emergency Alert Notification Box, and two base city-wide radio systems that will enhance DOC’s ability to quickly communicate with other city agencies in real-time. The Video Monitoring Unit is furnished with 18

television monitors and 11 computers and work stations.

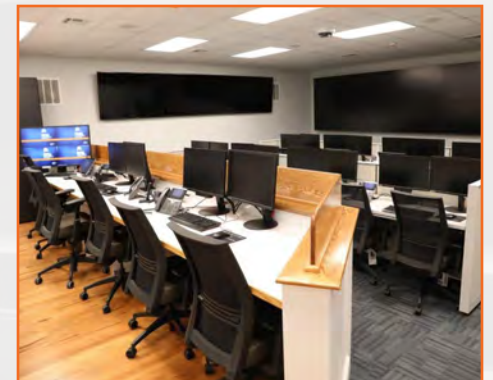
“This new center demonstrates that DOC is operating proactively to ensure consistent compliance,” said Deputy Commissioner of Quality Assurance and Integrity, Patricia Feeney, who will oversee the compliance aspect of the CASC.



The CASC represents the latest in a series of reforms taken by the Department of Correction to improve conditions for those who work in City jails as well as those in custody.

“We want to make sure we have the most innovative technology to do our jobs right now. We owe it to our staff and everyone in our custody to give them the best opportunity to succeed and this does just that.”

“These facilities will make the Department a national leader when it comes to monitoring in real-time what’s going on in the jails and with our rapid response,” said DOC’s Chief of Security, Brian Sullivan.



BEYOND THE SHIELD

Rosie's Officer Sets the Bar High When It Comes to Public Service



Correction Officer Marie Slaughter is a shining example of one of the outstanding people who work at the Department of Correction. Time and again, she has proven that her commitment to public service extends far beyond the walls of Rikers Island.

In addition to being a COBA representative, Marie has inspired co-workers and friends to join with her in charitable works designed to bring joy to the less fortunate.

In December, C.O. Slaughter and 12 others, visited a shelter in Queens with a carload of hats, gloves, toys, and food. They held a party for homeless mothers and their children that helped enhance their holiday season.

But that's just the beginning. In November, C.O. Slaughter and her daughter Antoinette were honored at the Cross-Island YMCA's 60th Anniversary and Community Awards Gala. In 2017 the two single handedly raised over \$50,000 for the YMCA.

Marie first joined the YMCA in 2006. She had fallen on hard times, was out of work, and was caring for an infant and a father who was in the final stages of a battle with cancer. Through a scholarship, she was able to enroll her daughter in the YMCA's Gym/Swim program and it's Early Childhood Learning Center.

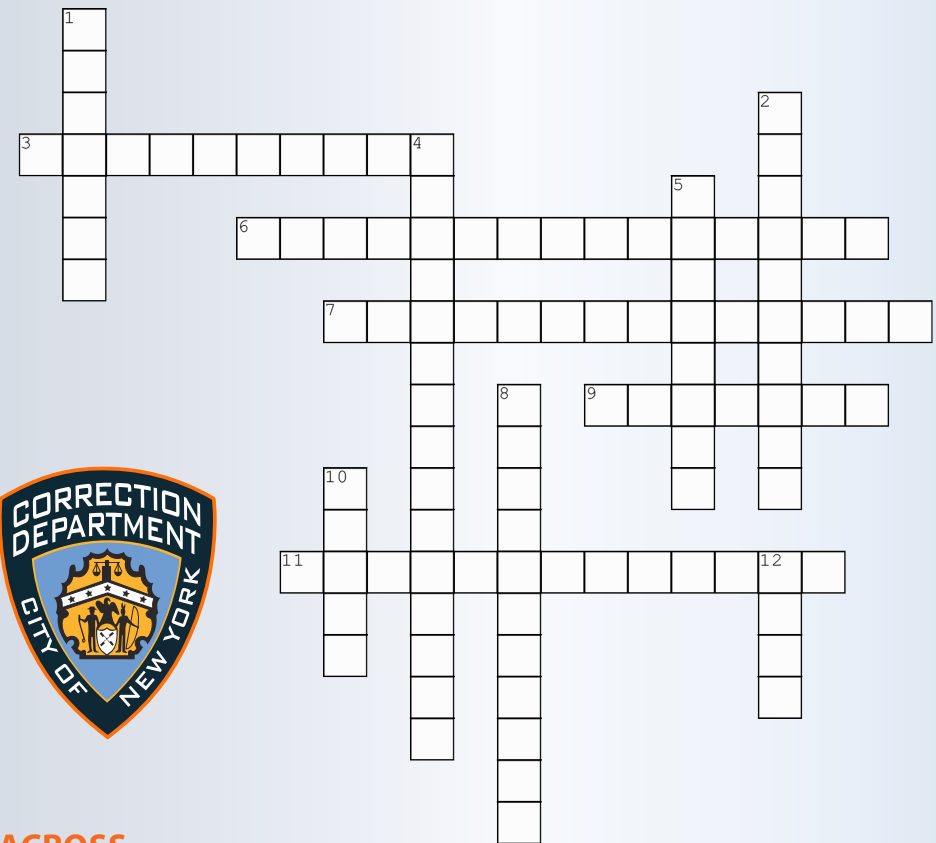
Slaughter soon landed on her feet and has committed herself, with the help of her daughter, to make sure that the Y never has to turn anyone away because of their lack of funds.

C.O. Slaughter is a valued member of the Cross-Island YMCA as well as the DOC family.



DEPARTMENT OF CORRECTION CROSSWORD

Complete the crossword below. For hints, read through the Bold Print



ACROSS

3. Diversity at the DOC - We have nearly 20 of these organizations in the agency?
6. This new electronic data entry system will revolutionize the investigation process?
7. All of the DOC information you need is now in one place courtesy of this?
9. This tall United States president signed the Emancipation Act?
10. Who is the Commissioner of the Department of Correction?
11. This new law changes the age of adult criminal responsibility in New York State?
12. Which jail facility will close on Rikers Island in the summer of 2018?

DOWN

1. This Senior Deputy Commissioner was appointed in January 2018?
2. The Patriots and the Eagles played in this big event in February?
4. This 'lucky' celebration occurs in March and is observed in more countries than any other national festival?
5. This DOC Chief was officially appointed at a ceremony on January 26th, 2018?
8. DOC operates which city cemetery?

Answer Key	
1. Farrell	3. Fraternals
2. Super Bowl	4. St Patrick's Day
5. Jennings	6. Case Management
7. Smart Phone App	8. Hart Island
9. Lincoln	10. Brann
11. Raise The Age	12. GMDC

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