

BOLDPRINT

Summer EDITION 2018

815 New Officers Join the Boldest
GMDC Closes / Hero Officer / Rikers Owl / Safety at DOC





CYNTHIA BRANN
Commissioner

Commissioner's Message

During the last few months there have been a lot of developments in the Department. We promoted our new group of leaders, closed a landmark facility, welcomed more than 800 new officers and non uniformed staff into our fold, and completed the 2018 Organizational Health Survey.

With all these advancements, remember staff that it is all of you and your hard work that makes the Department a model of reform and best correctional practice.

With your help, in addition to care, custody and control, we can transform lives of those in our care. As your Commissioner I assure you, that every member of the Executive staff are here to guide and support you. We too will balance patience with accountability but trust that we are committed to your success.

With the great work currently being done by staff, our new leaders and employees, I am encouraged that we will move the BOLD Future forward. Remember, "Coming together is a beginning. Keeping together is progress and working together is success."

Thank you for your service.

Sincerely,

Cynthia Brann



@CorrectionNYC
@JoinTheBoldest



NYC DOC
Recruitment



NYCDOCTV



@JoinTheBoldest



NYC Department
of Correction

BOLDPRINT

Email: BoldPrint@doc.nyc.gov

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NEWS BRIEFS



THE FIRST LADY OF NEW YORK CITY CHIRLANE MCCRAY VISITED RMSC TO PROMOTE MENTAL ILLNESS AND SUBSTANCE ABUSE AWARENESS.



Body Scanner Bill ✓ **Passes NY's House and Senate!**

On June 14th, NY's Senate and Assembly passed a bill allowing correctional institutions in NY to use modern, advanced body scanners that can detect small metal and ceramic blades, weapons, and other contraband in our jails.

What happens next:

The bill is now pending signature by the Governor.

What this means for you:

- ▶ Significant support for your security and safety.
- ▶ Scanners can be used within 120 days of Governor's signature.
- ▶ DOC is now procuring and identifying locations for these scanners.



Did you know in June the Department did an Organizational Health Survey?



2018 ORGANIZATIONAL HEALTH SURVEY

Dear Valued Staff Member:

We would like to extend our heartfelt gratitude and appreciation to you for taking the time to fill out the 2018 Organizational Health Survey.

Thanks to your help, we were able to get a better understanding of the issues that most impact your daily life at the Department.

We truly value the information you have provided, and the unique voice that your opinions have expressed through your completion of this survey. You are the backbone of this Department, and the driving force in all of the positive change that we expect to bring- all based on the information you have provided us with!

Each and every one of your responses will directly contribute to our analysis, and to shaping our Department's "Bold Future."

Thank you again, and please be on the lookout for new and exciting innovations that are coming to DOC!





BEYOND THE SHIELD

By Ali Parks

The word “superhero” brings to mind a comic book figure with superhuman powers who manages to save the day just in the nick of time. But that is just in comic books. A real superhero, can be anyone who helps you in your daily life and shows true courage when daring situations arise. In May, Correction Officer Pineiro of SOD, who was off-duty, rose to the occasion. While on his way to a doctor’s appointment, he saw two uniformed NYPD officers in distress, struggling to restrain an alleged Chase Bank robber in Brooklyn.

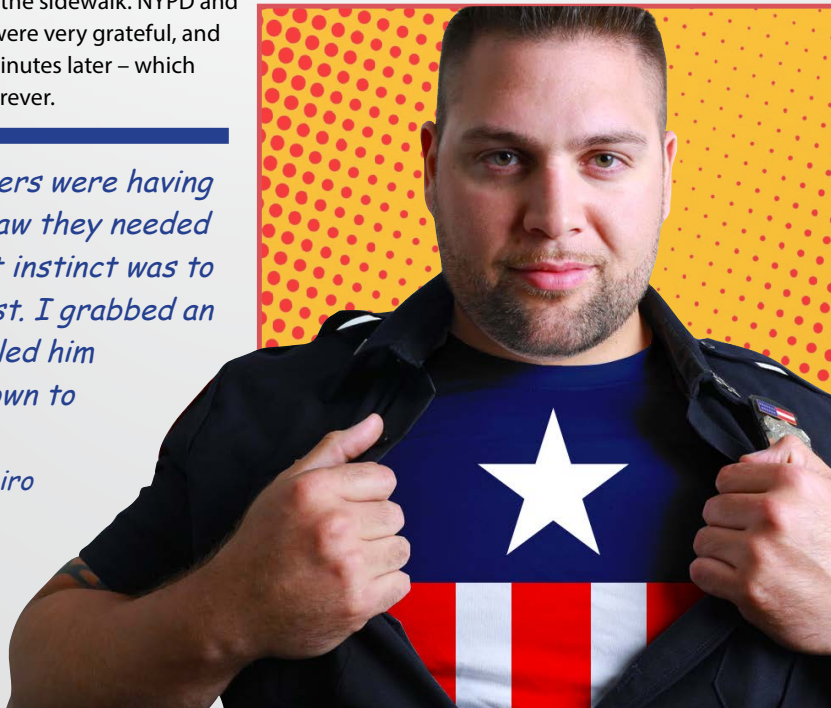
Just like Pineiro’s favorite superhero Captain America (which is also his nickname at work), he jumped in without hesitation. His selfless actions diffused the situation and helped save the day. He said he didn’t think anything of it. He didn’t even know what happened until after they took the perpetrator down and he saw the stolen bank money flying around and scattered all over the sidewalk. NYPD and the bank employees were very grateful, and backup arrived two minutes later – which Pineiro said felt like forever.

“The police officers were having a hard time, I saw they needed help, and my gut instinct was to step in and assist. I grabbed an arm and controlled him (the suspect) down to the ground.”

- CO Pineiro

Officer Pineiro is often described by others as modest and as a selfless team player who is always willing to lend a hand and help out in any circumstance. He wasn’t looking for a pat on the back that day, but it was the warm reception, plethora of emails, and messages on social media from retirees and current DOC staff that helped showcase and acknowledge Pineiro’s amazing display of bravery. He said it made him feel really good hearing from people and that he was happy to be able to represent the Department in a positive light.

“It happened so quickly. My training from the Central Punitive Segregation Unit at GRVC, helped me to take care of this in a quick and immediate manner. Luckily nothing bad happened and no one got hurt,” exclaimed Pineiro.



DOC PROMOTIONS Ceremony June 2018



SENIOR DEPUTY COMMISSIONER

TIMOTHY FARRELL
Office of the Commissioner

DEPUTY CHIEF OF STAFF

BRENDA COOKE
Office of the Commissioner

DEPUTY COMMISSIONER

SARENA TOWNSEND
Trials & Invest.

ASSISTANT COMMISSIONERS

RUBEN BENITEZ
Invest. Div.

VALERIE GREISOKH
Adlt. Prgms.

LARRY JOHNSON
A.I.U.

MARSHALL VOLK
NUNEZ

ASSISTANT CHIEF
JACQUELINE BRANTLEY

WARDENS

ANASTASIA HENDERSON-
BLACKMON

MELISSA MATTHEWS

DEPUTY WARDEN

KARL JOHNSON

ASSISTANT DEPUTY WARDENS

SHALISE BAILEY

CHERYL BOOKER

GERALD CAJUSTE

TYRONE CARTER

JENAY COMBS

AINSWORTH FOO

SONYA HARVEY

THOMAS LEITER

OMAR MALCOLM

CAROLYN MARAJ

LEE MITCHELL

NATALIE TAWIAH

ONIKKA WATSON

- As of June, 2018



IF YOU KNOW YOUR JOB, YOU CAN DO YOUR JOB

**NEED ADDITIONAL TRAINING OR A REFRESHER?
WE'RE HERE TO HELP.**

We are rolling out training and mentoring teams as well as refresher sessions at roll calls, Wonderful Wednesdays, forums and brown bag lunches on how to make sure that if you have a UOF, it's a permissible UOF.

**For more info, contact us at
NewUOFPolicy@doc.nyc.gov**



George Motchan Detention Center (GMDC)

Originally opened in 1971 as the Correctional Institution for Women, the jail became a male detention center with the 1988 opening of the Rose M. Singer Center for women.

In 1989, Rikers jail C-73 was renamed in memory of a 17-year veteran Correction Officer George Motchan who was fatally shot in the line of duty. Streets on Rikers Island and on Staten Island have also been named in his honor.



Unforgettable



G.M.D.C. C-73



Chief of Department Hazel Jennings

Throughout my career I've been fortunate enough to have two homes; RNDC and GMDC. GMDC, allowed me to turn the light inside me into a fire. We're family, I love you, and I am a product, or a piece of investment, that each and every one of you have instilled.

GMDC Acting Warden Michelle Hallett

I started in G.M.D.C. in 1991 as an officer, came back here in 2016 as a Deputy Warden, and I'm leaving here as an Acting Warden. I learned how to be an officer, about courtesy, professionalism, looking out for your fellow officer, and just being a hard worker.



Assistant Chief Jacqueline Brantley

My favorite memory as a Warden of this facility is probably the first time I walked into one of their Christmas parties. It looked like winter wonderland, I've never seen anything like it outside a correctional facility or inside a correctional facility. The artistic abilities that some of these officers had was just amazing to me, and that too brought us together as a family because our kids started to mingle and then we started to see each other as family and not just co-workers.



GMDC DW of Programs, Security, and Operations Brian Calloway

I've been in this great building for three years and what I'm going to miss about them— because it's the people that make the building, right?— is that this group of people here, they embraced me as soon as I got here and they were so helpful, and part of the success of my career is because of them.

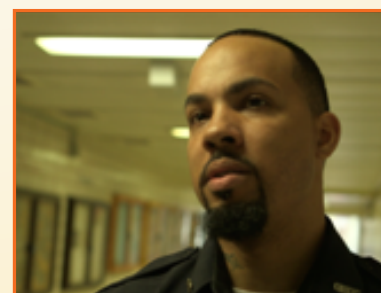
Program Counselor Edward Harrison

I've been at G.M.D.C. for three years. What I'm going to miss about this place is the unity, and the memories of getting along with everybody, the staff, the young adults, just the program. It was a great adventure for me.



SOD Warden Lemon

This building is definitely going to be missed. I have nothing but good memories. I was sick one day and cooks in the back made me chicken soup from scratch. We will be a family forever. I have vision, we're going to move on. The family has disbanded, but it's going to expand throughout all of Rikers Island and the borough facilities.



Officer Jimenez

It's my second year at GMDC and I would just miss just how calm and collected this jail was. This was actually a real learning jail for a lot of people.

GMDC *Unforgettable* C-73

Officer Washington

I've been here for seven years and I'm going to miss the camaraderie that we had here and the people who taught me how to do this job properly.



Officer Mayo

I've been here for the past ten years, and what I'm going to miss most is the wonderful family and friends I made here. I've learned to be loyal, keep my partners safe, do my job, make sure the inmates are safe, and provide wonderful care, custody, and control.



Officer Dorcemus

I've been here for almost six years. One thing that I feel like I'm going to miss the most is making the radio transmissions and making everyone laugh every chance that I get.



Grievance Supervisor Pauline Mimms

I've been here about 20 years but I've been at the department for 30 years. I worked and seen seven Chiefs come from G.M.D.C. and I think that's the most exciting thing. It inspires people and encourages them to aspire to be greater than what they think they really are. And if they apply themselves, they can do anything.



Officer Harris

I've been assigned to G.M.D.C. for three years. I've learned how to be fair, firm and consistent. I've also learned how to be one of the greatest officers that the Department has to offer.



Officer Budhu

In the three years I've been here they're really not co-workers anymore, everyone just became like a family.



Officer Lyston

I've been a part of the Department of Correction for the past year and a half. One of my fondest memories of G.M.D.C. is the family that we are. How tight-knit we are and we stick together as a team and we always operate to work towards a common goal. Just providing care, custody, and control for the department.



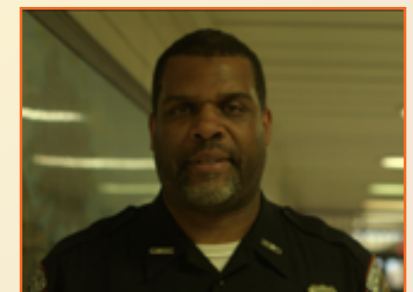
Officer Henderson

I've been on the job in this building for 28 years. The building closing is like you're losing family. It's like seeing your youngest child pack up and move out. Now, to a parent, that's kind of heart wrenching, because that means they're growing up and it's time to move on. So to see us all move on to other places is kind of difficult. But also knowing that we'll never lose contact with one another because we're family. It's a beautiful thing when you can say you've found family in a workplace.



Officer Saint-Phard

I'm a 12-year veteran at New York City Department of Correction and I started my career in G.M.D.C. This is a second home for me so it's emotional right now. I had good Captains, good supervisors, learned a lot of life lessons being in this command, and I'm going to miss everybody.



DOC'S Correction Assistance Response for Employees (C.A.R.E) and Chaplain Unit are here to help



For confidential counseling, hospital visits, military support, ongoing outreach, and victims' services contact the C.A.R.E Unit at 718-546-CARE
CARE@doc.nyc.gov



For religious (ministerial) support as well as spiritual support, pastoral counseling and meditation sessions led by certified professionals contact the Chaplain Unit at 718-546-8757
Chaplain.Unit@doc.nyc.gov

May is *Asian Pacific American* **HERITAGE MONTH**

Of the entire workforce 5% (Including non-uniformed employees) identify as Asian
CO – 5% | Captains – 2% | ADW – 3% | DW – 3%



This information comes from Q3FY18 CEEDS (current as of 3/31/18)



YOUR UOF WAS PERMISSIBLE **Your Words MATTER**

**NOW DESCRIBE YOUR UOF COMPLETELY AND ACCURATELY IN
YOUR REPORT, OR IT COULD LEAD TO DISCIPLINE**

**FOLLOW THE POLICY & MAKE SURE THAT IF YOU
HAVE A USE OF FORCE, IT IS A PERMISSIBLE UOF**



Need additional training or a refresher? We're here to help.

We are rolling out training and mentoring teams as well as refresher sessions at roll calls, Wonderful Wednesdays, forums and brown bag lunches on how to make sure that if you have a UOF, it's a permissible UOF.

For more info, contact us at NewUOFPolicy@doc.nyc.gov



Breeding and wintering distribution of Snowy Owls in North America. Snowy Owls normally spend their summers in the Arctic.

The Rikers Owl

By Mitchell Abramson

The Department of Correction has had a lot of famous visitors over the years. From Radio personality Angie Martinez to Film Actor Michael K. Williams. However, the appearance of a snowy owl in a courtyard of the Anna M. Kross Center may have been the most surprising visitor to ever cross the Francis R. Buono Memorial Bridge.

An officer discovered the rare bird in the open area next to the laundry room of the facility in July. The officer, along with three maintenance workers, corralled the owl, whose wing appeared to be limp, and placed the distressed animal in a ventilated box.

Noticing that the bird was in need of medical treatment, another DOC official hopped in a car and made a beeline from Rikers Island to the Wild Bird Fund in Manhattan, which provides care and rehabilitation to migrant wildlife. Together, DOC officials banded together to perform this coordinated rescue effort of the uncommon and beautiful animal, which, while nomadic, normally migrates to colder conditions in the summer months.

The appearance of the owl at Rikers Island was so rare and the story of its rescue so charming, that a number of media outlets picked up the story, among them, The New York Times and the Wall Street Journal.

One thing is clear: this is one visitor who will not be returning to Rikers anytime soon.



SAFETY AT DOC

Three Questions With **David Gomez** Associate Commissioner

1. What has the Department done to ensure inmates who attack officers are held accountable?

Officer safety is of the utmost importance to the Department. All attacks on officers are immediately investigated and the inmates are processed for rearrest by Correction Intelligence Bureau personnel. These rearrests often result in additional time being added to sentences, serving as a strong deterrent to assaults on staff.

2. How do you believe these things improve the safety of staff?

The threat of rearrest and additional charges serve as a strong deterrent to assaults on staff. By relentlessly pursuing these cases inmates recognize the consequences of their actions and adjust accordingly, resulting in a safer environment for both staff and inmates.

3. What can be done to improve the work that is already being done?

Additional punitive measures, such as loss of privileges, will provide an additional deterrent to attacks on officers. The graduated sanctions program currently under development by DOC will give officers an additional tool to mitigate bad behavior and reduce assaults.



MEET YOUR MENTOR CAPTAINS!



ROLE OF THE MENTOR CAPTAINS

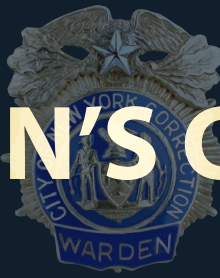
Through coaching, behavior modeling, and as a counselor, the Mentor Captains will guide, teach, reinforce, motivate, and support staff. The Mentor Captains instill confidence and self-efficacy in the job, meaning that they not only coach staff through a series of competencies, but also guide them to the point that they are enthusiastic to apply what they learned through their mentorship.

LIST OF CORE COMPETENCIES

Active/General Supervision | Count & Pedigree
Escorting & Control Mass Movement | Facility Search | Gate/Door Inspection
Housing Area Search | In-House/Mess hall Feeding
Lock-in/Lock-out | Logbook Entries | Pat/frisk | Restraint Application
Running Count | Sanitation Guidelines/Inspection/Janitor's Closet
Security Inspection | Standing Count

*Capt. Cooper | Capt. DeJesus | Capt. Durkins | Capt. Henry
| Capt. Marsh | Capt. McZick | Capt. Muhammad
Capt. Santapaola | Capt. Styles*

WARDEN'S CORNER



Safety Tips from MDC Acting Warden Dunbar

Members of Service are advised to stay alert and cognizant of their surroundings and to practice the following safe habits:



- Do not wear your uniform to and from work.
- Remember to remove your parking plaque upon departing the facility.
- Avoid displaying your shield and/or chain with shield case.
- Keep people at a safe distance, not invading your space.
- Avoid conversations regarding work, or utilizing work jargon while in public.
- Be mindful of posting personal information on Social Media.
- It is the expectation that staff remain firearm qualified (submit a 600AR to Personnel requesting range date or Personal Firearm application, if necessary.)

The safety of you and your family is paramount.



The next generation of Correction Officers join the New York City Department of Correction



By Shaleem Thompson-Bush

BOLD pride filled the Hulu Theater at Madison Square Garden on June 28, when 815 recruit officers took the oath of office, joining one of the city's most difficult jobs in the law enforcement community.

First Deputy Mayor Dean Fuleihan pledged his continued support to the Department which has been successful over the past four years in alleviating staffing shortages, and improving safety and work-life balance for their staff.

"We will continue recruiting tirelessly and investing in safety improvements to make sure you have the support you need. Thank you for your service – the whole city stands behind you," he said.

City Council Member Keith Powers, Chair of the New York City Committee on Criminal Justice, was also in attendance and congratulated the diverse class.

"By joining New York's Boldest, the men and women graduating today will play an essential role in our criminal justice system and help to solve one of the largest challenges in the City," Powers said.

Commissioner Cynthia Brann had some sage advice to the new graduates.

"Know your job and do your job with courage and confidence. Never take action based on emotion. Do not become complacent – remain inquisitive and vigilant. Seek out others who are motivated to excel. And serve with compassion- for none of us are without fault," she said.

As they welcomed new graduates' and recognized their accomplishments DOC paid homage to current staff who went above and beyond the call of duty. DOC honored EMTC Correction Officers R. Thorbourne, D. Waithe, D. Vartholomeos who were praised by an inmate. DOC also honored SOD Correction Officer A. Pineiro who helped NYPD foil a bank robbery.

City Council Member Keith Powers, Commissioner Brann & First Deputy Mayor Dean Fuleihan



Correction Officers: R. Thorbourne, D. Waithe, A. Pineiro, D. Vartholomeos



You're never too young or too old to take steps to be a healthier you and be active at every age! Take our quiz and find out how to incorporate nutrition and physical activity into your daily life.

1. *I eat at least 2½ cups of vegetables and fruits every day.*
Yes No
2. *I eat whole-grain bread, pasta, and cereal instead of refined grain products.*
Yes No
3. *I try to choose foods low in calories and fat.*
Yes No
4. *I rarely eat red meat or processed meat like bacon, hot dogs, and sausage.*
Yes No
5. *I take it easy on high-calorie, baked goods such as pies, cakes, cookies, sweet rolls, and doughnuts.*
Yes No
6. *I rarely add butter, margarine, oil, sour cream or mayonnaise to foods when I'm cooking or at the table.*
Yes No
7. *I rarely (less than twice a week) eat fried foods.*
Yes No
8. *I try to stay at a healthy weight.*
Yes No
9. *I get at least 150 minutes (2.5 hours) of moderate or 75 minutes (1 hour, 15 minutes) of vigorous physical activity throughout each week.*
Yes No
10. *I usually take the stairs instead of waiting for an elevator.*
Yes No
11. *I try to spend most of my free time being active, instead of watching television or sitting at the computer.*
Yes No
12. *I never, or only occasionally, drink alcohol.*
Yes No



Get Your Score

0-4 "Yes" answers

Diet alert! Your diet is probably too high in calories and fat and too low in plant foods like vegetables, fruits, and grains. You may want to take a look at your eating habits and find ways to make some changes.

5-8 "Yes" answers

Not bad! You're halfway there. You still have a way to go. Look at your "No" answers to help you decide which areas of your diet need to be improved, or whether your physical activity level should be increased.

9-12 "Yes" answers

Good for you! You're living smart! Keep up the good habits, and keep looking for ways to improve.

The Rikers Island 5K

By Mitchell Abramson

Rikers Island is not typically known as a place for a leisurely run. However, in June, a few hundred runners gathered at the foot of the Francis R. Buono Memorial Bridge for the annual Rikers 5K, a run held in celebration of fitness and fun at the Department of Correction.

Commissioner Cynthia Brann sounded the air horn at the starting line and runners from DOC, their friends and family, as well as runners from other city agencies, raced forward in a wave of excitement across the bridge. The weather was downcast and breezy, without the usual humidity that has marked most of the summer, which helped produce some brisk times for the 5K course.

The first-place finisher was Nicholas Martello, who ran in the 17-19 age category, and recorded

a time of 16:44, for a 5:22 minute-mile pace. Zach Faljean placed second with a time of 17:20, also in the 17-19 age category. Rafal Ksepka, a DOC officer and the winner of the past two Rikers 5Ks, finished third with a time of 17:49.

The next scheduled race is the DOC 9/11 Memorial 5K Run which will be held on September 8th, 2018.

"These races are a great chance for DOC to foster camaraderie and to bring everyone together," said Officer Nishaun McCall, one of the race organizers.

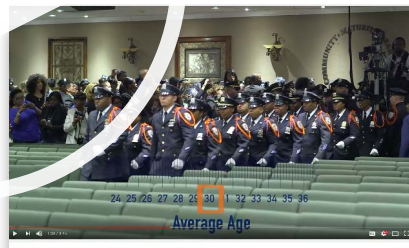
"I give a lot of credit to these runners for turning out this morning to participate. Everyone who ran showed their dedication to health and fitness and to the Department of Correction. No matter how you placed in the race, the fact that you ran made you a success."



What's UP DOC?



*DOC Videos Can Now be Viewed
On Our Intranet!*



Visit <http://docintranet/Pages/Home.aspx>
to see what's happening in the Department,
exclusive interviews, events and much more!



You **Tube**



CORRECTIONS OFFICERS NIGHT

Friday, Aug. 24th - 6:40pm

Brooklyn vs *CONNECTICUT*
CYCLONES *Tigers*

\$20 TICKET PACKAGE

Admission & Custom Corrections Officers Cyclones T-shirt*

*First come first served on t-shirt sizes

FIRST 2,000 FANS RECEIVE A BROOKLYN BRIDGE DRI-FIT HAT
POST-GAME FIREWORKS

TO PURCHASE TICKETS VISIT: brooklyncyclones.com/tickets

USE CODE: NEWYORK

FOR GROUPS OF 15+ PLEASE CONTACT CRAIG COUGHLIN





2ND ANNUAL
**RUN-WALK
TO REMEMBER**
5K 10K
RIKERS ISLAND

**SATURDAY
SEPTEMBER 8, 2018**



ALL INTERESTED RUNNERS MUST REGISTER AT
[HTTPS://COMPLETERACE.TICKETLEAP.COM/RUN-WALK-TO-REMEMBER-RIKERS-ISLAND/](https://completerace.ticketleap.com/run-walk-to-remember-rikers-island/)



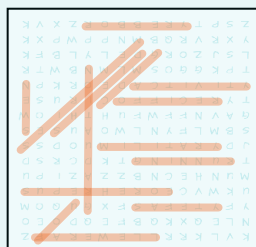
FOR MORE INFORMATION CONTACT: DOC5K.10KRUN@DOC.NYC.GOV

DEPARTMENT OF CORRECTION CROSSWORD

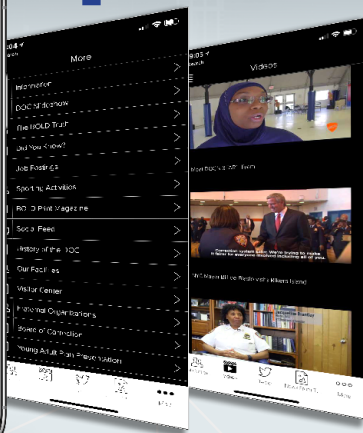
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GMDC
FAREWELL
NEWS
SHIELD
OFFICER
ROBBERY
SUPERHERO

MEMORIES
ACTIVITY
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