

The Roll Call



A Message From Commissioner Maginley-Liddie



To my Boldest Family,

Marking a new year encourages us to consider who we were 12 months ago and who we want to be this time next year. More often than not, people make resolutions surrounding their health and wellbeing. As members of the Boldest, your physical and mental fitness is particularly important, but as correctional staff, it can be hard to find time to take care of yourself.

Doing the job you do and working where you work should not be a barrier to good health. For that reason, I am proud to share that we opened a new wellness center at OBCC last month. This center includes a gym, a serenity room, and a business center, all of which are open to all of our staff. Our goal is to ensure that our staff – who do so much to protect the wellbeing of others – can take care of their own physical and mental health. While OBCC is the location of this first wellness center, we plan to open even more of these locations across the Island.

Last month, we also began rolling out our brand-new body-worn cameras. This state-of-the-art technology allows staff to safely wear a device that truly captures the day-to-day reality of the work that you do and the incidents you are faced with. Proper care of the body-worn camera you have been issued is the key to its long-term success and safe operation. I urge you to follow the guidelines for body-worn camera care that have been given to you at your command so that you can continue to safely operate these critical devices. Finally, as many of you know, this year marks the 130th year of our brave and bold department.

Each day we report to work, we stand on the shoulders of generations of the dedicated correctional staff who came before us. Every time we safely de-escalate a tense moment, provide care and comfort to our detainees, or support one of our colleagues, we are leaving a legacy of excellence that future generations can learn from and be proud of. Last week, as a kickoff to the celebrations we will have throughout the year, City Hall was lit in blue and orange. Our work often takes place beyond public view, so I am especially appreciative of this public show of support and appreciation of the incredible work we do here every day.

In closing, thank you again for your hard work, your dedication, your resilience, and for your time. I look forward to celebrating our anniversary year together and to working with you to create a roadmap for excellence for the next 130 years to come. Let's do this!

An Almighty Force



This month, the spotlight is on Officer Martin for being a hero on the job and on the court.

Officer Martin is the President of Almighty Force Basketball, a non-profit organization in his childhood neighborhood in Queens that provides kids ages 3-18 with training and competition.

Initiatives within this organization also feature career days and mentoring with New York City uniformed officers to help build a bond with city youth and inspire them to work in public service.

“My parents led community work for many years in our city and I feel like I was destined to do the same. This is a calling for me and I’m paying it forward,” said Officer Martin, a nearly 17-year DOC veteran.

BODY-WORN CAMERAS: SEEING IS BELIEVING

There is no substitute for a reliable eyewitness. That's why the NYC Department of Correction is deploying an extra set of eyes through new, state-of-the-art body-worn cameras, which will be issued to all uniformed staff, including all Correction Officers and Captains, regardless of their assignment.

The New Jersey Department of Correction (NJ DOC) began deploying body-worn cameras in 2021 and, by 2024, became the second corrections department in the country to equip and deploy body-worn cameras at all of its facilities and specialized units.

The devices "provide an unbiased record, thereby reducing incidents of misconduct," said NJ DOC Senior Correctional Police Officer Charles Snider, who serves at Mid-State Correctional Facility. "When the cameras are activated, individuals often take a moment to think about their actions, which helps, in part, to de-escalate situations and enhance safety."

At the NYC Department of Correction, body-worn cameras will be deployed in phases, starting with RESH and the RSMC in January. Other facilities will follow shortly after.

Trainings will be announced for each facility soon.

This initiative ushers in a new set of policies and practices at the DOC. In the past, the body-worn cameras were only assigned to certain posts. However, now, every Correction Officer and Captain will, regardless of the assigned post, receive their own brand-new body-worn camera. Staff will no longer have to share the cameras and they will be part of the uniform equipment.



Docking stations will also be mounted in facilities. "Not many people understand what correctional police officers experience daily, and body-worn cameras give insight into their regular encounters while also holding incarcerated persons accountable for their actions," said Correctional Police Major James Forbes, of the NJ DOC Division of Operations. "Body-worn cameras help to protect our staff as well as the incarcerated population. The footage shows our officers' points of view and illustrates firsthand what they deal with on a day-to-day basis."

RAISING WELLNESS AT COMMANDS **ACROSS DOC**

The Department opened the first of its wellness centers in January at OBCC.

The refurbished space features a gym, business center and serenity room, where staff can quietly decompress after stressful events. Future wellness centers – which will feature some combination of serenity room, gym and/or business center – are slated to open at commands throughout Rikers Island in the coming months.

“Your health is important because you are important and everything you do for this city is essential,” Commissioner Lynelle Maginley-Liddie told staff at the Jan. 10 ribbon-cutting. The new center was part of the Commissioner’s staff health agenda, which included installing wellness centers inside all commands.

Her initiative launched with the re-opening of OBCC. As officers moved into the command in 2023, storage space was identified to use for exercise at the end of their shifts.

Two of those members of service, Officer Dubois and Officer Bussey began the laborious process of relocating the cabinets and documents to another part of the facility to make space for the gym.

“Officers here have a lot of work stress [and] home stress,” said Officer Bussey. “It’s good to use that downtime to decompress.”

Meanwhile, the First Deputy Commissioner’s Office worked with staff members at the Division of Programs and Community Partnerships, Emily Dominguez and Betty Melecio, to purchase all the necessary items and coordinate with other units.

Facility Maintenance and Repair Division painted the cleared space and made necessary upgrades to the electrical outlets while the storehouse kept the newly acquired weights and gym equipment safely warehoused until the work was finished. Once completed, Officers Curry and

Jean-Louis worked with Officers Bussey and Dubois is to install the elliptical machines, box jumps, kettle bells, resistance bands, jump ropes, dumbbell racks and weights for legs, arms, back and abs. Officer Matthews, who has served at OBCC since it reopened, said, “This job is so demanding. On a 40-minute break, we can decompress, get on a treadmill for 30 minutes and reset our minds. It’s a great asset.”

The FDC’s team, Programs and FMRD have continued to build out wellness resources at other facilities. In the weeks ahead, additional health centers will open at other commands on Rikers Island. West Facility, GRVC and EMTC are expected to open within the month, while RMSC, RESH, RNDC and NIC could open within the first quarter of 2025.

The resources available at the wellness centers will vary, depending on the command. They are expected to feature some combination of gyms, serenity rooms, business centers and even a café employing the successful barista program.

The wellness centers build on Commissioner Maginley-Liddie’s focus on staff wellness and retention. This has included two health conferences in 2024 for the staff with additional conferences planned for 2025. In addition, the C.A.R.E. Unit is working to create organizational culture change to support mental health at work, reduce the impact of workplace trauma and stress, promote acceptance of mental health care and wellness, increase access to peer programs and other social supports, introduce access and decrease barriers to wellness options at work and provide opportunities to learn about resilience, life skills, and healthy coping strategies.



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H.R.

Please be advised that holiday pay, covering six (6) holidays for the period of July 1, 2024, to December 1, 2024, will be paid in the January 31, 2025 paycheck. Employees who were in a non-eligible title or in a leave without pay/suspension status during the six (6) month period will receive a pro-rated amount.



RIKERS ISLAND INMATE INDICTED FOR STARTING FIRE IN HIS CELL, SLASHING TWO NYC DEPARTMENT OF CORRECTION OFFICERS

“When Correction Officers rush to the scene of a fire to protect the wellbeing of fellow staff and people in custody, the last thing they should encounter is violence. This was an appalling attack on our staff, which will never be tolerated. We thank Bronx District Attorney Darcel D. Clark and her team for prosecuting this case.”

-Commissioner Maginley-Liddie



CALL OR TEXT 988

CHAT ONLINE AT 988lifeline.org

988 connects you to free, confidential crisis counseling, mental health and substance use support, information and referrals 24 hours a day, 7 days a week. 988 is independent of Department Of Correction. Services through the C.A.R.E. unit continue to be available to those who need them.



We won! The Department of Correction took Corrections1.com's top honors for best recruitment video of 2024.

The video features NYC DOC recruits going through their training under the expert guidance of agency leaders. The recruits share their personal and professional growth coming through the academy and entering the Boldest workforce.

Well done, team DOC!



[View the Video Here](#)

JoinTheBoldest



Sending a special thank you this month to the members of our Facility Maintenance and Repair Division (FMRD) for their hard work in decorating Rikers Island in celebration of the 2024 holiday season.



Employee Recognition

The Department is relaunching its popular employee recognition program in February 2025. DOC staff can nominate their colleagues online at the “Employee Recognition Program” link on the Intranet or through the DOC homepage. Staff can also nominate colleagues by paper ballot at each of the facilities’ orange ballot boxes, as well as through a centralized box at the Human Resources office in Suite 160 at Headquarters. Nominations will close on the third Thursday of each month. The nominees will be reviewed by an agency committee and selections will be based on outstanding contributions to the Department. The committee will also select and determine nominees for employee of the month and employee of the year awards. For any questions, please send an email to EmployeeRecognition@doc.nyc.gov or refer to Directive #2261R-D and speak to your command's Employee Recognition Committee representative.

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