

Mayor Giuliani announces the appointment of Fredrick J. Patrick as Commissioner of DJJ.

Mayor's Message

By Rudolph W. Giuliani

Substance abuse is an area of growing concern among juvenile detention populations. Most juvenile justice systems do not routinely identify these adolescents and there are no proven intervention models in detention to help them.

In New York City, the Department of Juvenile Justice is working with the Vera Institute of Justice to develop an intervention model for the most serious drug abusers in the city's juvenile justice system.

While DJJ has provided drug education to juveniles for many years, DJJ determined that there was a need for a substance abuse treatment and intervention model specifically designed for juveniles. In a partnership with the Robert Wood Johnson Foundation and the Vera Institute of Justice, DJJ is establishing a model for substance abuse treatment in juvenile detention.

The Robert Wood Johnson Foundation and the federal Office of Juvenile Justice and Delinquency Prevention, also partners in the project, invested over \$250,000 in the planning effort to develop the model. This in-



Fredrick J. Patrick Named Commissioner

Fredrick J. Patrick was appointed Commissioner by Mayor Rudolph W. Giuliani on March 28.

Mr. Patrick replaces Tino Hernandez, who was appointed Chairman of the New York City Housing Authority.

"I am proud to appoint Fred Patrick as the Commissioner of the Department of Juvenile Justice," said Mayor Giuliani. "Fred's background in criminal justice will serve him well in this new role. He has the experience and working knowledge needed to continue the progress made in the City's Department of Juvenile Justice. I have full confidence in Fred's ability to effectively lead the Department, and

look forward to working with him."

In his acceptance remarks, Commissioner Patrick said, "I am honored by the opportunity to serve as Commissioner. I want to thank Mayor Giuliani for his continued support, and I look forward to working with the management and staff of DJJ in carrying out its important mission."

Since January 1998 Mr. Patrick served as Deputy Coordinator in the Mayor's Office of the Criminal Justice Coordinator. In this capacity he advised and assisted Criminal Justice Coordinator Steven M. Fishner in the development and implementation of

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Mayor's Message

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cluded a study of the prevalence of substance abuse among youth entering the juvenile justice system.

The completed study found that approximately 50 percent of youth admitted to detention are regular users and 20 percent are heavy (daily) users of drugs and alcohol. The most common substances used by youth in detention are marijuana and alcohol.

When drug and alcohol abuse is prevented, or when people are successfully treated for these addictions, we all benefit. Adolescents freed from addiction can attend school, lead productive lives, and ultimately contribute to our City. This is why efforts to combat and prevent abuse of addictive substances have been high priorities of my Administration.

In an effort to intervene in the lives of troubled youth, DJJ is once again at the forefront of providing effective care for juveniles in its custody.

Around DJJ

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Education

Residents Embrace Harry Potter Craze

*By Sarina Roffé
Director of Public Affairs*

The Harry Potter craze hit DJJ's three secure detention facilities on Christmas Day as the Richard Gere Foundation presented each resident with a copy of the first book *Harry Potter and the Sorcerer's Stone*, as a holiday gift.

*Dear Mr. Gere:
The book was great. I enjoyed reading it. I stayed up late reading about five chapters a night. I was visualizing the surroundings and everything!
DB, Bridges Juvenile Center*

Soren Gordhammer and the Lineage Project, a group that provides yoga and meditation sessions to secure detention residents, coordinated the gifts. In addition to the Sorcerer's Stone, a set of each of the other three books in the series was donated to each facility for residents to enjoy.

Set in London, the story's main character is Harry Potter, who was orphaned as a baby when a powerful and evil wizard murdered his parents. Miraculously, Harry survives the dark forces of the evil wizard and is left with a lightning-shaped scar on his forehead.

Harry is raised by his mortal aunt and uncle who despise him and treat him poorly, as does his cousin. It's not until he turns 11, that Harry learns he is a wizard. The strange occurrences in Harry's life begin to make sense as he goes off to his first year at Hogwart's School of Wizardry where he makes friends and fights the evil forces of the sorcerer's stone.

"I loved the way the books were full

of adventure. I don't usually read much, but I couldn't put down the book. I read it in two days," said one resident. "Harry is a famous boy and

Dear Mr. Gere: I really enjoyed Harry Potter! It was the greatest book I read this year and last year. I wish I can meet the author who made Harry Potter. Harry Potter really got me liking fiction books. If I can give them to every kid in school, I would."

KJ, Horizon Juvenile Center

he doesn't even know why funny things happen to him."

The adventures of Harry Potter, provided the residents with interesting and imaginative reading material for the winter vacation from school. Many Juvenile Counselors took advantage of the books to lead discussion groups about Harry's adventurous life.

As a culminating activity, residents wrote thank you letters to Richard Gere and the Gere Foundation.

Correction

In the fall issue of *Around DJJ*, one name was unintentionally omitted from the list of 10-year city veterans. Monica Boakye received a certificate for 10 years of service to the City of New York at the Quality of Work Life Recognition Ceremony in June 2000.

Women's Advisors Lunch Series a Hit

A nine-part series of informative brown bag lunches organized by the DJJ Women's Advisors Committee was held at Central Office for Women's History Month.

The two-month series ended with a luncheon prepared by some of the men in Central Office. A culminating luncheon was organized by Leroy Kemp of the Planning Unit. In addition, there were daffodils, a poetry reading from Teddy West and an inspirational talk by Laurenda Lynch, case worker.

Newly-appointed Commissioner Fredrick J. Patrick addressed the staff, complimenting the organization of the lunch series and the delicious food. In discussing broader agency issues, Commissioner Patrick added "I want to be supportive of you in your roles. I want to know how we can work together and what you need to do an even better job."

Deputy Commissioner for Administration Janice English was the keynote speaker. "The women of DJJ constantly demonstrate that they take an active part in the work world. They are represented in every level of the agency and account for over 40% of the DJJ workforce," she said.

"This is an agency where women have risen through the ranks into leadership positions. The women of DJJ are continually honored for the work they do. As one of the newest members of the ranks of DJJ women, I can confirm that we are an integral part of what makes DJJ run. Women have made great strides in the workplace over the years, and whether we serve as a secretary, a juvenile counselor or a manager."

The brown bag lunch series began with discussions of health issues including women's heart health, breast

Commissioner's Message

By Fredrick J. Patrick



As your new commissioner, I want to be supportive of DJJ staff. Specifically, I want to know how we can work together to ensure safety for staff and residents, manage resources more efficiently, deliver quality programming and improve staff morale. As I talk to staff and visit facilities and programs, I have asked and will continue to ask for your input, ideas and proposals for making a good agency even better.

A renewed and continual focus on accountability and teamwork is required to successfully manage our challenges and effectuate needed improvements. Teamwork helps us to have pride in our work and raises our self-esteem for a job well done. I know that as a whole, DJJ staff are committed to their work and that staff recognition needs to be put on the forefront of our agenda for improving staff morale.

Accountability, meanwhile, is a two-pronged principle. Yes, it means being empowered to make the tough decisions and having ownership of these decisions. But it also means having management support, including training and resources to effectively do the job. That said, be assured that I will do my utmost to support and empower staff at all levels of the agency. In return, I will be demanding professionalism, fairness, hard work and a willingness to think outside the box. In short, I insist on Excellence Without Excuse in all endeavors.

cancer awareness and self examination, nutrition and fitness, exercises for the office worker and stress management through yoga. Volunteer speakers from the American Cancer Society, the American Heart Association, Equinox Health Clubs, and the Lineage Project presented on health issues.

Police Officer Gail Douglas of the New York Police Department Crime Prevention Unit offered personal safety tips for women, and provided DJJ staff with helpful clues on how to be safe in different environments.

Lloyd Woodley, a representative from Metropolitan Life and Security, spoke about the importance of investment and retirement planning.

DJJ staffers Tammy Jones and Joyce Dao of the MIS Unit conducted an introductory Internet workshop en-



Joyce Dao and Tammy Jones of the MIS Unit demonstrate the wonders of the Internet.

titled "Navigating the Web."

The series was organized by DJJ's Womens Advisors Committee: Sarina Roffé, Stacy Jacob, Chris Love-Fox, Elizabeth Mejia, and Karen Durante.

Cooks for the luncheon were Ira Rubin, Douglas Apple, Ken Mandel, Leroy Kemp, Angel Cotto, Jude Izuka, Gregory Wood, Marion Brown, Manny Smith, and Ousseynou Niang.

Bridges Juvenile Center

Bridges Celebrates First Anniversary

Bridges Juvenile Center staff was recognized at the facility's first Recognition/Anniversary Ceremony on March 16.

The Bridges gymnasium was transformed for the evening. The ceremony, which was held in two shifts to accommodate all tours, included a buffet dinner, staff recognition and staff performances. From 9 p.m.-11 p.m., the A.M. and Night Tours were recognized, and from midnight until 2 a.m., the P.M. tour was honored.

Every staff member received key chains that said "Commitment to Excellence" or "Pulling Together."

Invited guests included DJJ's Executive Staff, Court Services, Health Services and Board of Education staff, as well as staff from the Office of Children and Family Services who have offices at Bridges.

A questionnaire distributed to staff and supervisors helped to determine award winners in several categories.

Carmen Reyes, Juvenile Counselor; Sonji Woods, Special Officer; Nelson Flores, Plant Management; Dennis Issac, Food Services; and Clara Melendez, Administration received the award Rising Above the Rest.

The award of Best Juvenile Counselor/Worker was presented to Efrain Figueroa of Operations, Louis Watts of the A.M. tour, Ronnie Arnold of the P.M. Tour, Howard Akridge of the Night Tour, Elsa Ruiz of House-keeping and John Vega of Support Services.

In the category of Best Team Player, awards were presented to Mickeni Caldwell of the A.M. Tour; Angel Martinez and Tahia Johnson of the P.M. Tour; Jesse Wray of Plant Management, Pete Trujillo of House-keeping, Anthony Lewis of Food Ser-

VICES and Leonard Steward of House-keeping as well as to the PM Admission Team including Alex Parker, Charles Grant, Taiwo Oladele and Gilberto Gomez.

Plant Management, Admissions and the P.M. Juvenile Counselor Supervisors received a special award for teamwork.

"Big Difference" awards were presented to Wade Green, P.M. Tour; Abdul Sanni, Night Tour; Dennis Nanton of Food Services, Petra Garcia of Property Management, Bethel Robin and Izina Major of Security and Nestor Aviles of Plant Management. The "Big Difference" special award was presented to Neil Hernandez.

"Dedication and Devotion to Residents" awards went to Lawrence Clayton/Michael Walker, A.M. Tour; Thomas Barr, Night Tour; and Zonela Welch of Case Management.

Ullah Wahed, P.M. Tour and Mona Waring, Night Tour were presented with the "Safety First" award.

Desmond Rodriguez of the P.M. Tour and Benjamin Heard of Security received Honorable Mention in the category of "Most Reliable/ Jack of All Trades."

The Board of Education, EMSA and the Office of Children and Family Services received Partnership Certificates.



Photos top to bottom, L to R: 1. Carmen Reyes and Sonji Woods; 2. Rema Townsend, Migdalia Cortes and Michael Walker; 3. Charles Grant, Alex Parker, Gilberto Gomez; 4. Izina Major and Michelle Pinnock-Clerk; 5. Michael Walker, Rene Rivera, Lawrence Clayton, Mickeni Caldwell and Charles Grant. Left: Zonela Welch provides dance entertainment.

Accolades

Kay C. Murray Wins Professional Award

By Nikita Banks
Public Affairs Intern

On November 17, 2000, Kay C. Murray, General Counsel to the Department of Juvenile Justice since the agency was established in 1979, was presented with the Edith I. Spivack Award at the annual luncheon of the New York County Lawyers' Association Committee on Women's Rights. Ms. Murray was recognized for her outstanding accomplishments on behalf of women in the profession.

"I was especially honored to receive this award because NYCLA was the first of several bar associations I joined after graduating from law school, and I was privileged to chair the committee from 1984 to 1986", said Ms. Murray.

In her acceptance remarks she, said "Edith Spivack, the committee's first chair and currently Executive Assistant Corporation Counsel *Emerita*, and I have had a particular bond as active alumnae of the same law school and as lawyers for the City of New York where women lawyers

have had greater acceptance for a longer period of time than in private practice, at large firms or in the corporate sector."

Ms. Murray has been the recipient of other awards and accolades, among which are the William Nelson Cromwell Medal for useful and unselfish service to the profession and the community, as well as election as a Fellow of both the American and New York State Bar Associations.

In 1996 she received the Agency Counsel Recognition Award presented by the Corporation Counsel in recognition of "distinguished performance, dedication and initiative in performing legal services for the City of New York".

In 1997, Ms. Murray was the recipient of the Special Recognition Award of the Black Law Students Association of Columbia Law School "for generously supporting and enriching the growth and development of its members." The following year she received the New York State Bar

Association's Howard A. Levine Award for Excellence in Juvenile Justice and Child Welfare.

A graduate of Bennington College (Vermont) and Columbia University Law School, Ms. Murray has also been a very active member of several bar associations on issues concerning women and children.



Kay C. Murray (second from right) is presented with the Edith Spivack Award from Edith Spivack (second from left), first chair of the New York County Lawyers' Association Committee on Women's Rights. On the left, Patricia Ann Fersch, committee chair, and Craig A. Landry (right).

Josue Rodriguez Wins Spot in Guinness Book

by Pablo Rodriguez
Housekeeping Supervisor

Years of playing stickball on the streets of New York paid off as Josue (Joe) Rodriguez won a spot in the Guinness Book of World Records for stickball. Mr. Rodriguez is an Institutional Aide at Crossroads Juvenile Center.



Josue Rodriguez

Competing annually in the Daily News Stickball championship, Mr. Rodriguez won fame in the long ball contest in September when he hit a 315-foot blast. For his efforts, Mr. Rodriguez won round trip tickets to San Juan, Puerto Rico, a \$100 gift certificate from Modell's and a champion jacket and trophy.

Although stickball originated in the streets of New York, it is fast becoming a national game. Mr. Rodriguez started playing in the stickball leagues in 1979. Each year he travels to places that host the series, including Orlando, Florida, Puerto Rico and New Jersey.

The first annual Labor Day stickball tournament was held in 1999 in Little Italy, San Diego. Seven teams competed; three from San Diego, one from Florida and three from New York City. Mr. Rodriguez' team, the Barrio Gents, finished as tournament champs. In extra innings, the score was tied at 1-1 when Mr. Rodriguez scored the winning run, earning him the Most Valuable Player award.

In 1999, the team also won the Daily News Stickball Championship and Joe was runner up in the long ball contest. During the 1999 Labor Day Weekend, Miami's annual tournament was held.

Accolades

Sonia Galarza Honored by Mayor and Comité Noviembre

Sonia Galarza, facility director of the West 145th Street NSD Intake Center for Girls, was honored twice during Puerto Rican Heritage Month for her leadership and community work. Ms. Galarza was honored by Mayor Giuliani and Comité Noviembre during separate ceremonies.

Comité Noviembre, a Latino-based group, held their Hispanic Heritage kickoff reception at El Museo de Barrio. Ms. Galarza was honored along with seven other community leaders for their contributions. She was the first city employee ever to be honored by the group. In November, Mayor Giuliani hosted a Puerto Rican Heritage Month celebration at Gracie Mansion, where Ms. Galarza was also honored.

A 16-year veteran of DJJ, where she began as an Aftercare Case Manager in 1984, Ms. Galarza has dedicated herself to empowering inner city youth to overcome adversity in their lives as she did in her own. Ms. Galarza has a positive attitude, agreeable nature, and a commitment to providing a positive environment for young people.

After four years as an Aftercare case manager, Ms. Galarza became a substance abuse counselor for DJJ youth and later became Director of DJJ's Adolescent Substance Abuse Program. In 1995, Ms. Galarza's commitment to excellence was rewarded by a promotion to Director of Special Projects, where she was responsible for planning and coordinating intervention programs for youth in secure and non-secure detention.

In 1999, Ms. Galarza was appointed Facility Director of DJJ's 145th Street Girls Intake Facility, a non-secure

detention center. There Ms. Galarza made major improvements to the facility by creating a home-like ambience at this site in a seemingly effortless manner. Her more significant accomplishment has been the development and implementation of a diverse array of structured programs for the residents in her charge.

Associate Commissioner Crystal Monge presents Sonia Galarza with Juvenile Detention Association of New York Detention Worker of the Year Award.



DJJ Staff Honored by JDA of New York



L to R: Spencer Standford (standing in for Ernest Browne), Eduardo Marcial, Tammy Jones, Sgt. Angela Ward pose with Associate Commissioner Crystal Monge.

Several DJJ staff members were honored by the Juvenile Detention Association of New York and one was named Juvenile Detention Worker of the Year.

DJJ was permitted to nominate one person from each facility for the annual award. Associate Commissioner Crystal Monge presented the certificates and award to the staff members during a special meeting at Central Office.

Sonia Galarza, facility director for the West 145th Street NSD group home, was honored for the second time as statewide Juvenile Detention Worker of the Year. She also won the award in 1990.

Tammy Jones, Project Director for Criminal Justice Information System in the Management Information Systems Unit, Eduardo Marcial, Director of Operations at Horizon Juvenile Center, Efrain Figueroa, Deputy Director of Operations at Bridges Juvenile Center, Sergeant Angela Ward of Horizon Juvenile Center and Ernest Browne of Court Services, each received a certificate for being nominated to the Juvenile Detention Association of New York.

Ms. Jones, a 19-year veteran of DJJ, was nominated for her contributions to the Admissions Units and

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Bridges Juvenile Center

Presidential Politics in Detention

By Patricia George

Using the November presidential and senatorial elections as a foundation to teach youth about government and the election process, residents at Bridges Juvenile Center participated in a debate and mock election.

In school, teachers at Passages Academy had residents examine and comment on the candidates, their debates and party platform. After their review, residents developed opinions about the candidates as they contemplated their votes.

Former Bridges Director of Operations Migdalia Cortes, recreation staff, case management staff and Juvenile Counselors coordinated the campaign and an Election Day event entitled *Bridges Campaign 2000*.

The activity helped the residents to understand the national election process. In addition, it encouraged the residents to think about their own futures because the issues involved in

the campaign have an impact on the lives of residents and their families.

Case Management Supervisor Sharon Morris wrote the plan for Bridges Campaign 2000. It consisted of a workshop series that focused on educating the residents about the candidates and the issues as well as the history of the election and voting process. The residents formed committees and constituencies, made speeches and held debates.

The youth watched the presidential debates and reviewed material about each candidate. They gained an understanding of the differences in the candidates, what they stood for, their qualifications, as well as the campaign promises made.

In preparation for a mock election, staff helped the residents to coordinate a voter registration drive. Under the direction of AJC Michael Walker, the residents made posters encouraging fellow residents to vote. Registra-

tion tables and forms were constructed and set up. Existing space in the multi-purpose room was converted into voting booths.

In a pre-election poll, the residents made predictions about the election so they could be compared to the actual results from Bridges and the rest of the country. Out of the 60 residents polled, 52 indicated that they would vote for Gore. Eight residents said they would vote for Bush. Residents chose Hillary Clinton over Rick Lazio 47 to 16 in the Senate race. Two resident poll ballots could not be counted because they contained votes for both candidates.

There was a 77% (68 voters) turnout at the Bridges election on November 7, 2000. For U.S. Senator from New York, the residents chose Hillary Clinton over Rick Lazio by a margin of 60 to 8.

Fifty-four residents voted for Al Gore; 14 voted for George W. Bush. When the national election results were held up pending the outcome of the Florida voting, Bridges residents were given new insight into the importance of voting. The residents were encouraged to think about voting four years from now.

Quilt in Historical Society Exhibit

*By Sarina Roffé
Director of Public Affairs
and Rebecca Weinstein
Passages Academy Teacher*

A class project on the civil rights movement evolved into major recognition for the work of students at Horizon's Passages Academy.

Quilts illustrating the civil rights movement handmade by Horizon residents are on exhibit at the New York Historical Society (NY-HS) until June 2001.

Students in the classes of Ms. Andrea Dorsey and Ms. Rebecca Weinstein spent four weeks studying

the American Civil Rights Movement. They learned about the unsung heroes, the people, and the events that eventually changed the course of American history. In addition, the students looked at the tactics and the challenges, such as the principle of non-violence, faced by leaders of the Civil Rights movement.

As a final project, each class created a quilt to commemorate those who were part of this historic struggle. Using a fabric backing, the residents cut out figures and made scenes that illustrated school segregation, civil rights leaders, poems and sayings in-

dicative of the era.

The culminating event was an art show in which DJJ staff, Board of Education staff and residents were invited to view the quilts and judge them.

"The students were our guides and they described what each square represented. The youth guides described their work with pride," said Sydney Blair, Passages Academy principal. "The faculty and DJJ staff voted on the best quilt."

The winning quilt from the DJJ competition was entered into an art competition sponsored by Facing History and Ourselves, a national teach-

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Horizon Juvenile Center

Winter Holiday Family Days Help Residents Focus on Family

By Carl Emanuel
Horizon Juvenile Counselor

Family interaction for residents and their families was the focus of Horizon's 3rd biannual Family Days activities during the last week of December.

"The importance of interaction between family members cannot be underestimated in terms of giving detained residents motivation to behave properly in order to more quickly go home," said Ms. Elizabeth Lindau, of Property Management. Ms. Lindau assisted with the event.

Three days were set aside for Family Day activities and different halls were assigned different Family Days for families to come and spend the day with their youth.

"It's important for residents to have close contact with their siblings, especially during life transitions," said Gloria Anderson, Horizon's computer network administrator. "The Family Days were extremely well planned and organized, and that elicited a positive response from the residents."

Morning and afternoon programs allowed families time to interact with their young people. Siblings under 18 were permitted in the facilities during these special Family Days.

The Horizon cafeteria was transformed and decorated in holiday colors depicting Christmas, Kwanza and Chanukah. There were bright hued tablecloths with colorful balloons as centerpieces. The residents and their families participated in board game activities such as chess, checkers, and card games. They enjoyed snacks and Christmas treats along with hot chocolate and beverages. Polaroid

pictures were taken and given to the families and residents as keepsakes.

Residents who do not receive regular visits were remembered as well. Every resident received a gift from DJJ and from Passages Academy. In addition, the Richard Gere Foundation presented Harry Potter books to every resident.

Other staff members who participated in the planning and implementation of Horizon's Family Days were Officer Darryl Clark, Officer Mario Rodriguez, Sgt. Ruby Mitchell, Sgt. Juan Perez, Recreation Director Willie Davis, Case Manager Susan Lukin, and School Liaison Melvin Starks.

Student Art



Passages Academy student art work includes masks, paper mache and other creative endeavors. Under the guidance of Art Teacher Nellie Carter, the student's work will be displayed at a Consortium for Incarcerated Youths in May in Saratoga Springs. The teacher mentors are Mary Tisi and Al Barbarino.

Mayoral Recognition



DJJ volunteer Peggy Irving (center) is presented with a certificate from the Mayor, along with Soren Gordhammer (back row, second from left). Mr. Gordhammer, representing the Lineage Project, provides yoga classes to residents in DJJ's secure detention facilities. The Mayor and the Mayor's Voluntary Action Center Task Force on Volunteerism in Government recognized the Lineage Project for providing an outstanding program. Ms. Irving was honored for her years of providing religious programming to youth in detention. From L to R: former DJJ Commissioner Tino Hernandez, MVAC Executive Director Harriette Heller, Sharon Dizenhus of NY 1, Peggy Irving, Deputy Mayor Rudy Washington, DJJ Director of Public Affairs Sarina Roffé, Soren Gordhammer and Keith Kachtick of the Lineage Project.

DJJ Holds First Graduation and Promotion Ceremony

As a culmination of DJJ's efforts to revamp and improve its training program for juvenile counselors and special officers, a formal graduation and promotion ceremony was held at Crossroads Juvenile Center on June 8. The ceremony recognized the June 2001 graduating class, as well as new appointments and promotions.

The ceremony began with a procession of 30 new Juvenile Counselors and 10 new Special Officer graduates to the tune of Pomp and Circumstance. Each stood at attention, hands at their sides, perfectly still as Reverend Miguel Diaz, Chaplain at Horizon Juvenile Center gave the invocation. Wade Green, Juvenile Counselor at Crossroads, sang the National Anthem.



Special Officer Anthony Wheeler

Then Sarina Roffé, Master of Ceremonies, introduced Sheila Greene, Chief of Staff, who welcomed family members, fellow staff and the dais guests to Crossroads. Commissioner Fredrick J. Patrick spoke about a new professionalism he is seeking to instill in staff and the importance of teamwork.

Steven M. Fishner, the Mayor's Criminal Justice Coordinator, gave the keynote address. He spoke about his confidence in Commissioner Patrick as DJJ's agency head and the importance of DJJ in the criminal justice community. Mr. Fishner also talked about the valuable work the staff perform each and every day with

young people.

A distinguished dais included Mr. Fishner, Department of Correction (DOC) Commissioner William J. Fraser, DOC First Deputy Commissioner Gary M. Lanigan, and Sandra Lewis-Smith, DOC Deputy Commissioner for Public Information.

Alex Parker, President of DC 37-Local 237 and Bernadett Bradley, representing Local 1457 were also dais guests. JC Jacqueline Gibson was the class valedictorian.

After remarks were completed, Commissioner Patrick swore in newly appointed staff members Janice English, Deputy Commissioner of Administration; Sandra D. Langston, Deputy Commissioner of Operations and Detention; Dushea Gordon, Confidential Assistant to the Commissioner; Tracey Scott, Executive Assistant to the Commissioner; and Cyrus Kahn, Operations Liaison.

Ms. English administered the Oath of Office to Executive Directors Pamela Brasier-Jefferson, Migdalia Cortes and Mario Hamblin, and to Directors Evelyn Cuevas, Efrain Figueroa, Kevin Patterson and Deputy Directors Dennis Anyata and Michael



*Above: Commissioner Fredrick J. Patrick, Steven M. Fishner, Criminal Justice Coordinator, and DOC Commissioner William J. Fraser
Right: Valedictorian Jacqueline Gibson*



J. Williams.

Commissioner Patrick then acknowledged Dawn Pinnock, Director of Training, and the training team for the exceptional instruction and guidance provided to the graduates.

Newly appointed staff, promotees, and graduates were then called up by Commissioner Patrick to receive their certificates. The ceremony concluded with a musical tribute by Clerical Associate Dorothy Gamble and a benediction by Rev. Diaz.

Right: Juvenile Counselor of June 2001



First Graduation and Promotion Ceremony



*Top left: Juvenile Counselor Wade Green sings the National Anthem.
Top right: Commissioner Patrick swears in Deputy Commissioner Janice English
Center left: Special Officers from the June 2001 class pose with Commissioner Patrick (center), Deputy Commissioner English (left), Deputy Commissioner (right) and Local 1457 representative Bernadette Bradley.
Center right: Local 237 Union President Alex Parker speaks.*



Bottom left: Clerical Associate Dorothy Gamble sings.

Bottom right: (L to R) Department of Correction Deputy Commissioner for Public Information Sandra Lewis-Smith and DJJ Director of Public Affairs Sarina Roffé.





Above left: Criminal Justice Coordinator Steven M. Fishner, NSD Executive Director Migdalia Cortes and Commissioner Patrick.

Above right: Mr. Fishner, Bridges Deputy Director of Operations Dennis Anyata and Commissioner Patrick.



Left: Correction First Deputy Commissioner Gary Lanigan, Commissioner Patrick, Confidential Assistant to the Commissioner Dushea Gordon and Correction Commissioner William J. Fraser.



Chief of Staff Sheila Greene



Above left: Commissioner Patrick poses with Cyrus Kahn his Operations Liaison.

Above middle: Chaplain Miguel Diaz

Below left: Tracey Scott, Executive Assistant to the Commissioner, receives her certificate from Commissioner Patrick.

Below right: Commissioner Patrick swears in Deputy Commissioner Sandra D. Langston.



Crossroads Juvenile Center

Residents Donate Baby Blankets to Needy

by Agnes Whitehurst
Juvenile Counselor

Through the Mind, Body and Spirit program at Crossroads Juvenile Center, female residents have learned an important lesson - the importance of giving to others.

This concept was applied last October during "Make a Difference Day," which has been observed around the world on the fourth Saturday of October for the past decade. On "Make a Difference Day," caring citizens involve themselves in service or activities that benefit people in need.

In the spirit of giving, Crossroads Juvenile Center donated five colorful, hand-crocheted baby blankets to the Hale House for Infants, a Harlem-based facility.

In a program that began in 1999, Recreation Director Winifred York and Juvenile Counselors Agnes Whitehurst and Luzette McIntosh taught the female residents to crochet using donated yarn. Under the project, the five blankets were lovingly hand-crocheted. Ms. Whitehurst delivered the blankets to Hale House on behalf



of the Crossroads residents.

The activity taught the residents the importance of completing what they start and how small donations mean a great deal to individuals who are less fortunate than they are.

JDA of New York

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MIS during her tenure with the agency. Efrain Figueroa has been with DJJ for two decades. Rising through the ranks as a Juvenile Counselor, then a case manager, Mr. Figueroa was promoted to Deputy Director of Operations at Bridges, where he oversees the Admissions and Group Services.

Mr. Browne began at DJJ over 20 years ago as a school liaison and now works as an AJC II in Court Services.

Sgt. Ward, who is extremely well respected by peer Special Officers, has been with DJJ for 15 years and has been instrumental in training staff to be effective and professional.

Mr. Marcial began with DJJ as a JC and rose through the ranks as a supervisor, then a tour commander and now serves in a managerial position. Now Director of Operations at Horizon, Mr. Marcial was instrumental in creating quality recreation services for youth in detention.

Sonia Galarza was delighted to have been nominated and be a recipient of the Detention Worker of the Year award for a second time. As facility director at the girls NSD Intake facility, AWOLs are way down and the residents thrive on the activities Ms. Galarza plans for them. She said "I am who I am because of you. It's been everyone's cooperation. I have not worked alone."

Crossroads Celebrates Women's History

By Winifred York
Recreation Director

On April 5, 2001, staff honored its "Woman of the Year" and a competition was held entitled "Hearty Cook-Off."

On each of the three tours, male staff prepared delicious dishes and served the women the meal of her choice. There was more than enough food to feed an army. Associate Juvenile Counselor 1 Leslie Serrano won the Cook-off by preparing two scrumptious dishes - chicken and down home potato salad.

In addition to the luncheons, Crossroads selected its "Woman of the Year 2000." Employees voted for the woman that he/she thought deserved this recognition.

Juvenile Counselor Luzette McIntosh was selected *Crossroads Woman of the Year* by her co-workers for her dedication and support to both the staff and residents. Ms. McIntosh motivates the residents to express themselves creatively. She is always there to assist her co-workers and uses her artistic talents to help

beautify our facility.

Residents chose AJC 1 Marcia Jackson as their Woman of the Year. Ms. Jackson conducts cooking activities in the Elite Lounge and organizes special programs with the residents.

Historical Society Exhibit

Continued from page 7

ing organization committed to creating curriculum about racism and discrimination. The competition theme was "Choosing to Participate" and featured art projects that dealt with individuals who have strengthened democracy.

The winning art pieces, which includes the Horizon quilt, are on display at the NY-HS as part of a larger exhibit of 40 pieces of art from various schools that participated in the competition.

"Choosing to Participate" is on display at the New York Historical Society, 2 West 77th Street at Central Park West in Manhattan until June 2001.

Non-Secure Detention

Effective Girls Programming in NSD

By Deanna Crafton
Community Associate

An important component in non-secure detention is to expose the residents to new, fun and constructive activities. The goal is to encourage residents to choose new interests once they return home.

Exposure to new and positive experiences is an effective intervention for young people, which can help deter them from re-entering the juvenile justice system.

Using the resources of free or inexpensive programs all over the city, Sonia Galarza, facility director for the West 145th Street Girls Intake Center, has brought a variety of learning experiences to the residents. In addition, Ms. Galarza has introduced programs to teach the residents life skills.

As part of her teaching philosophy, Ms. Galarza expects her staff to be involved in activities with the youth. From table manners, cooking and sewing to athletics and literature, the staff at W. 145th Street is heavily involved in developing activities that motivate the residents and teach them skills to help them live independently.

During October, the residents of West 145th St. went pumpkin picking and then returned to the facility and decorated their pumpkins in preparation for Halloween. The pumpkin seeds were then roasted and enjoyed. Another Halloween activity was a field trip to a haunted house in Long Island, which residents said was lots of fun.

On Halloween, the staff members came to work dressed up in original costumes and the residents served as judges. Case manager Kim Noble,

dressed as Tina Turner, won the contest for best costume and received a gift basket for her efforts. A few days before Halloween, residents of St. Germaine's, Lenox House and Girls



and Boys Town group homes had a Halloween Party with the West 145th Street residents.

Many activities the girls have experienced have helped them build confidence. The residents learned team-building skills. For example, the girls went rock climbing in Central Park, an activity where they have to trust a partner, communicate with each other and set goals. The New York Parks Department in Central Park offers rock climbing as a five-week program.

During the winter, the girls spent a day cross-country skiing in Central Park, an activity that introduced them to enjoying outdoor activities during the height of winter. The residents also created ice sculptures which encouraged self-expression through art.

A donated used sewing machine is being used during a Wednesday sewing program for the girls. A volunteer comes into the facility on Wednesday afternoons to teach the girls basic sewing skills such as stitching, hems and how to sew on a button.

Culturally, the girls are exposed to



Above: West 145th NSD Group Home celebrates Halloween with St. Germaine's, Lenox and Girls and BoysTown NSD Group Homes. Left: Ms. Pastriana and Facility Director Sonia Galarza treat residents to a visit to a Haunted House in October.

concerts, shows and dance. During a tour of the Ballet Hispanico studio the girls learned about the history of ballet and received a hands-on workshop on basic ballet techniques. They also attended a performance of the "Nutcracker" ballet.

In November, Beach Avenue facility and West 145th Street residents attended a youth leadership conference sponsored by Muéveté, a non-profit organization, at Columbia University. Resume writing, interviewing for jobs and leadership development were among the workshops offered at the conference.

To develop art skills, ten girls participated in a contest sponsored by the National Commission on Correctional Health Care. The objective was to focus on HIV/AIDS prevention messages through art and poetry. West 145th Street residents submitted entries and one youth won a certificate for her poem.

Female residents are also encouraged to seek higher education during frequent field trips to the City University of New York system. They also enjoy African and modern dance classes, as well as physical fitness sessions.

Office of Children and Family Services

OCFS and DJJ Work Hand in Hand at Bridges

*By Nikita Banks
Public Affairs Assistant*

A key to making the juvenile justice system work efficiently is the close working relationship between the New York State Office of Children and Family Services (OCFS) and DJJ. The agency works closely with OCFS to ensure timely transition of youth who have been placed by a judge in a state facility.

OCFS has an office located at Bridges Juvenile Center, the transfer point for state ready youth waiting transfer to an OCFS facility. This arrangement enables the two agencies to exchange the information needed to determine special needs, medical information, medications and treatment in an effort to provide the youth with continuous care. DJJ and the OCFS staff office also, work together on ensuring that all paper is work is done in a timely fashion, to arrange for the transfer.

Feliz Diaz, OCFS supervisor at Bridges is a key member of the Bridges supervising team. He is instrumental in ensuring all aspects of the transfer process are handled smoothly. Mr. Diaz has been particularly helpful to DJJ when it experienced periodic peaks. Mr. Diaz expedited transfers as needed to help DJJ keep down the population at Bridges.

Mr. Diaz's 'twin' at Bridges is Efrain Figueroa, DJJ's Director of Operations. They work so closely together that they sometimes complete each other's sentences. It's their partnership that makes this bureaucratic process work so well.

The OCFS staff at Bridges is not just responsible for paperwork, they also exhibit increasing care about

youth, knowing that they are experiencing a period of stress. To alleviate their fears, OCFS staff members talk to the youths before they are transferred, answer their questions and try to explain the process involved in the transfer process.

Associate Commissioner Crystal Monge meets regularly with Mr. Diaz and his staff to ensure the timely transfer of information as well as to resolve any issues that may arise regarding the transfer of a youth.

New DJJ Commissioner

Continued from page 1

city policies, legislation and strategies in the fields of public safety and criminal justice. In addition to coordinating the city's comprehensive anti-drug initiative, Mr. Patrick assisted in the development of various interagency initiatives such as Safe-at-Home and Operation Neighborhood Shield. He oversaw \$500 million in federal and state grants to law enforcement agencies and managed \$40 million in city-funded drug treatment, victim services, alternative-to-incarceration and mediation contracts. In 1998 Mr. Patrick also served as Executive Director of the Mayor's Police/Community Relations Task Force.

Prior to his tenure as Deputy Criminal Justice Coordinator, Mr. Patrick served as Deputy Commissioner for Strategic Planning and Programs for the New York City Department of Correction. In this capacity he oversaw the administration of more than \$200 million in programs and services in the nation's largest municipal jail system. From 1992 to 1994, Mr.



Felix Diaz, OCFS Supervisor

“We value our strong partnership with OCFS and especially thank Felix for his work. We feel like he's a member of the DJJ team,” said former Deputy Commissioner for Operation Douglas Apple.

Patrick served as the Correction Department's Assistant Commissioner for Training and Organizational Development. Prior to this he served as the agency's Director of Resource Development. Mr. Patrick authored the Department of Correction's Gang Task Force Report and played a lead role in expanding the agency's drug treatment beds from 400 to 1548.

Since the fall of 1993, Mr. Patrick has been an Adjunct Professor in the Department of Law, Police Science and Criminal Justice Administration at City University of New York's John Jay College of Criminal Justice, and a consultant to the National Institute of Justice of the U.S. Department of Justice. He served as a New York City Urban Fellow in 1987-88.

Mr. Patrick, 36, received a Masters in Public Affairs (MPA) from Princeton University's Woodrow Wilson School of Public and International Affairs in 1990 and earned his Bachelor's Degree summa cum laude in political science from Tuskegee University in 1986.

Community-Based Intervention

CBI Sponsors Out-of-State Field Trips for Clients

*By Jamel Nedderman
Senior Activities Coordinator*

Clients enrolled in DJJ's Community-Based Intervention programs participate in a variety of agency-sponsored activities and earn the privilege of attending many exciting trips and special events. The trips and special events are generally oriented around life skills, culture and education and provide a forum for youth to expand their horizons.

To attend the trips, prevention and post detention youth must comply with court-mandated programs, improve their schoolwork, attendance and behavior. They must also attend CBI workshops, which include anger management, police sensitivity and participate in community improvement projects. Youth from all CBI sites are encouraged to go on the trips, including clients from CBI contracted providers: Catholic Charities, Crown Heights Service Center, Community Counseling and Mediation and The Door.

An overnight trip to the nation's capitol, Washington, D.C., was a real treat for youth last October. The clients visited the historic halls of the Capitol Building where they learned about the Congress and the Senate and how laws are passed.

At the buildings that comprise the Smithsonian Institute, the young people visited the National History Museum, Air and Space Museum, American History Museum and more. At the National History Museum, youth saw the old and bullet riddled original American flag. They learned how Americans survived the Westward expansion and how urban dwellers lived in the early 20th century.

Moon rocks, space vehicles and the

development of the entire aviation and space industry was the focus of the youth's visit to the Air and Space Museum, just minutes from the White House and the Ford Theater, where President Lincoln was assassinated. Finally, the youth had lunch at the world famous Old Glory Barbecue House, where they had a chance to try several different barbecue sauces from around the country.

In November, CBI staff took youth to the Great Blacks in Wax Museum in Baltimore. The museum housed wax figures were clothed in historical attire and set in scenic displays that represent the struggles and achievements of African peoples worldwide.

CBI clients in high school were encouraged to think about careers and college on a three-day tour of six southern college campuses in February. The objective of the trip was to expose the youth to new environments so they can think about possibilities for college and choices for their future.

Students from all five boroughs

Poetry Engages Clients in Communication

Community-Based Intervention prevention and post detention youth in both the Brooklyn and the Bronx have been engaged in a number of poetry workshops.

Over the past year, poetry workshops and a creative poetry performance were conducted by Bronx Writers Center, headed by Director

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versity,
Hampton
University
and Vir-
g i n i a
U n i o n



CBI students tour the Smithsonian Museum of American History (above), the Blacks in Wax Museum in Baltimore, Md, and the Air and Space Museum in Washington, D.C. (below)



Univer-
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sity, Trinity College and the University of the District of Columbia in the nation's capitol. The CBI clients were able to ask questions about college life and pursue questions about areas of study. After the trip, many students realized the possibility of attending college was within their reach.

Andre Alexander. Brooklyn CBI clients participated in an intensive three-day poetry workshop, sponsored by the Brooklyn Public Library, and held at Crossroads Juvenile Center.

In the Bronx, Mr. Alexander worked with about 20 local youth, to

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Group Oriented Analysis of Leadership Strategies

Commissioner Kicks GOALS Meetings Into High Gear

Since his arrival at DJJ in April 2001, Commissioner Fredrick Patrick has made significant strides in fostering responsibility and accountability among DJJ's management and supervisory ranks. In monthly GOALS meetings, staff must justify performance on all aspects of facility and program operations, such as safety and security, health and community-based services and overtime expenditures.

GOALS stands for Group-Oriented Analysis of Leadership Strategies and was implemented in 1999. The installation of a new DJJ computer infrastructure and the creation of the Movement Communication and Control Unit allowed for performance data to be collected in logs from the field and transmitted electronically to DJJ's Planning Unit. Over 200 indicators were eventually created. Planning analyzes the data for trends and patterns.

With the data in hand, the Commissioner and his Executive Staff hold meetings with agency managers to discuss various operational and administrative matters. Issues discussed during GOALS include health services, safety and security issues, resident incidents and facility cleanliness.

The meetings bring together managers from each of the secure facilities, NSD, DJJ's health provider, Court Services, Community-Based Intervention and support staff. GOALS is part of a citywide mayoral initiative to improve performance and accountability.

Each management team is invited up to the front of the Central Office to

report on the status of their facilities and justify the statistics and

data collected and provided by DJJ's planning Unit. Commissioner Patrick leads the questioning along with, Deputy Commissioners Sandra D. Langston and Janice English, Chief of Staff Sheila Greene and General Counsel Kay Murray.

Based on discussions and information sharing, the managers are directed on what indicators need improvement or areas where new procedures need to be developed to im-



prove performance.

Commissioner Patrick stated that the GOALS acronym can also stand for a Golden Opportunity for Advanced Leadership and Success and that greater accountability improvements can be brought about in all areas.

"When you have a plan, make sure the elements of the plan actually are in place, communicate communicate and follow up," said Commissioner Patrick.

John Pavlus Receives IT Support Award

*By Melvin Hyatte
Director of MIS*

John Pavlus, Staff Analyst I of the DJJ Management Information System (MIS) Unit, was honored in the category of Outstanding IT Support at the Excellence in Technology Awards.

Mayor Rudolph W. Giuliani presented the award on June 20th, 2001 at a City Hall ceremony.

Mr. Pavlus has been a strong backbone in MIS operations. A 10-year veteran of DJJ, he has taken responsibility for the installation and support of computer networks in two secure detention facilities including Bridges Juvenile Center.

He also provides technical support for DJJ's Community-Based Interven-

tion program at Arthur Avenue and for DJJ's Non Secure Detention facility at Beach Ave, both in the Bronx.

Mr. Pavlus was selected for this award because of his excellent work and the service and dedication he provides to DJJ.

"He often works past regular business hours and will travel to any site at any hour to resolve a problem when requested," said Melvin Hyatte, Director of MIS. Mr. Hyatte nominated Mr. Pavlus for the award.

From facility directors to end users, Mr. Pavlus is often praised for the service and assistance he offers. He is known as a worker who will go the extreme to get the job done.

Staff Holiday Party

Dancing and Food Set Tone for Staff Holiday Party

*By Sarina Roffé
Director of Public Affairs*

Over 400 DJJ employees dressed in their best party clothes, danced to salsa, R&B and jazz music, as they ushered in the holiday season during one of DJJ's best holiday parties ever.

While Old Man Winter put on his best outdoors, the dancing and eating took center stage indoors, where staff and their guests crowded into the popular Remy Lounge.

Many staff members participated in a Cook-off Competition, held at the Holiday Party, during which revelers recognized the culinary efforts of DJJ's often-overlooked facility cooks.

A panel of seven impartial staff members judged five specialty dishes prepared by the contestants. The judges based their scores on taste, originality and presentation. The presentation of some of the foods was absolutely gorgeous and illustrated the talents of many of DJJ's staff.

The judges were Marlene Prohberbs, Director of Personnel; Lucy Coronel, Deputy Director of Personnel; Manuel Smith and Marilyn Farmer from Community-Based In-

tervention; Carolyn Peterson, Passages Academy teacher; Denise Bolisangh, Non-Secure Detention secretary; and Terrence Byerson, a guest.

Cooks from Crossroads Juvenile Center took the first prize trophy and Horizon won second place. Bridges Juvenile Center brought up third. Among the delectable foods were chicken, beef, salmon, turkey, and pernil, each prepared in three different ways. There was a variety of pasta dishes as well as vegetables, like candied sweet potatoes, and desserts.

To top off the holiday spirit, leftover food was donated to a nearby soup kitchen.



Top: Eleanor Moody of Horizon, Brenda Crowder, Director of Support Services at Bridges, Marlene Richardson, Food Service Manager at Crossroads. Above: The Judges - CBI's Marilyn Farmer and Manny Smith, Marlene Prohberbs, Director of Personnel, Passages teacher Carolyn Peterson and Lucy Coronel, Deputy Director of Personnel. Left: Marlene Richardson holds a first place ribbon for Crossroads. She is flanked by Cook Barry Olden (L) and Institutional Aid Bowana Robinson (R).

CBI

Continued from page 12

help them look into themselves, and deal with very sensitive issues and feelings, in a comfortable setting. The clients then used poetry to articulate their feelings. In many cases, the adolescents gained new insight and skills and learned to effectively communicate their ideas through poetry.

Bronx youth showed off their talents on December 14th as they read poetry to over 25 parents, friends and guests in a show called "The Writing

Rhymers." Tears flowed as each of six poems were performed with skill and heart. Examples of poetry titles include, "Why you gotta be a zero," "With my skills," "Since you went away" and "Dedicated to my Mother."

In Brooklyn, a three-day Writing and Rhythm workshop sponsored in collaboration with the Brooklyn Public Library introduced Brooklyn students to various writing formats. After the youth analyzed one of Shakespeare's poems (Sonnet CXXX), they began writing poems.

Take Our Daughters to Work Day



Officer Manager Karen Durante and Secretary Elizabeth Mejia lead girls in an art activity on Take Our Daughters to Work Day.

Retirements

Seven Retire From DJJ Careers

The following employees retired from DJJ within the past few months. DJJ wishes them well.

Associate Juvenile Counselor I **Delores Hadley** worked with DJJ for



Delores Hadley

11 years. She began working with the small boys on D Hall at Spofford where she started as a Juvenile Counselor in July 1990.

“She dealt well with these young boys, most of whom were new to detention. Her pleasantness served well to calm the residents. She placed an emphasis on love as a tool in turning around a difficult youth. She hardly ever felt the need to raise her voice. Her soothing manner often disarmed aggressive residents,” said JC Carl Emanuel.

Ms. Hadley’s most recent assignment was at Horizon Juvenile Center in the Court Services Unit, where she was responsible for the safe and secure transport of residents to and from the courts.

Evelyn Johnson, Principal Administrative Associate III, held several positions during her 32-year tenure with DJJ, which began in December 1968.



Evelyn Johnson

For many years, Ms Johnson worked in Carter G. Woodson Academy as Coordinator of Support Services. In addition, Ms Johnson was instrumental as Labor Co-chair of the Quality of Work Life Committee until 1998. Ms. Johnson worked diligently to help the agency renovate and return to Bridges

Juvenile Center.

Her most recent position was as deputy in the Support Services unit at Bridges where she had several key administrative responsibilities.

Muriel Long-Newsome retired after 18 years with DJJ. Beginning as a JC, she ended her career as a Tour Commander with the title of Principal Juvenile Counselor.



Muriel Long-Newsome

“During her tenure with DJJ, Ms. Newsome demonstrated a high level of service to both the residents and staff under her supervision. She carried out her responsibilities in an exemplary manner and was loved and respected by her peers, subordinates and supervisors,” said AJCIV andora Pankey-Roberts.

“The residents, who were fortunate enough to come into contact with her, learned much and are, for the most part, better off because of that experience. She had a gift of motivating both staff and residents to be their best. On a personal note, Ms. Long-Newsome has helped me sharpen my supervisory skills and her positive influence will be with me forever.”

A retirement party organized for Ms. Newsome showed the high esteem in which she was held by her co-workers. Ms. Newsome has relocated to Chesapeake, Virginia.

Case Manager **William Molina** began his DJJ career in December 1972 and worked for the agency for 28 years. His most recent position was at Bridges Juvenile Center, where he served as a case manager. His

duties were to identify, develop and implement social service plans for clients. He also counseled residents and supervised phone calls and visits.

Paula Padilla,

Coordinator for Personnel at Bridges Juvenile Center, served many positions during her 32-year tenure with DJJ. Ms. Padilla joined DJJ in December



Paula Padilla

1968. She served as secretary to the Executive Director at Spofford. She later moved to Central Office and began work as secretary to the Commissioner, and then for the Deputy Commissioner for Operations and Detention. Ms. Padilla also served for many years on the Quality of Work Life Committee as a labor representative.

Juvenile Counselor (JC) **Arsenio Santori** worked for DJJ for 32 years, most recently in the Admissions Department at Bridges Juvenile Center. He began in December 1968 and was responsible for the direct care, supervision of juveniles in the custody of DJJ.

Clerical Associate **Affie Neville-Shepard** began work for DJJ in March 1972. She worked in the Timekeeping Unit for 28 years. Ms. Shepard was stationed at Spofford until three years ago, when the Timekeeping Unit was moved to Central Office.

Special Officer William Slade retired after 29 years with the City. With DJJ since 1980, Officer Slade was assigned to Spofford. “Officer Slade was a gentleman and family man with a strong sense of southern hospitality. He enjoyed



William Slade

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Administration

Staffing Changes, Additions and Promotions

The retirement of former Deputy Commissioner Cleophus Glass (see page 16) on December 29, 2000 and the promotion of Commissioner Tino Hernandez to Chairman of the New York City Housing Authority (NYCHA) have spurred a number of management changes. Douglas Apple, formerly Deputy Commissioner moved with Chairman Hernandez to NYCHA.

Janice English, formerly Deputy Commissioner for Operations at the Department of Probation, was named Deputy Commissioner of Administration. Sandra D. Langston, previously Deputy Warden at the Department of Correction, was named Deputy Commissioner for Operations and Detention. Crystal Monge was promoted to Associate Commissioner.

Rounding out the executive level appointments are three individuals who have served as trusted, loyal assistants to Commissioner Patrick in his previous positions. They are Dushea Gordon, Confidential Assistant to the Commissioner, Tracey Scott, Executive Assistant and Cyrus Kahn, Operations Liaison. In addition, Kevin C. Jones, a graduate student at Princeton University, was appointed Special Assistant to the Commissioner.

Commissioner Patrick recently promoted several individuals to senior man-

agement positions. These include Pamela Brasier-Jefferson as Executive Director of Horizon; Migdalia Cortes as Executive Director of NSD; Mario Hamblin as Executive Director of Bridges Juvenile Center; Efrain Figueroa as Director of Operations at Bridges; Kevin Patterson as Director of Operations at Crossroads; Dennis Ayanta was named Deputy Director of Operations at Bridges; Michael J. Williams as Deputy Director of Operations at Horizon; Evelyn Cuevas as Director of Support Services at Crossroads and Stephanie Prussack as Director of the Policies and Procedures Unit.

Other recent appointments and promotions include Emil T. Micha III as Director of Disciplinary Affairs; Eduardo Marcial as Director of Operations at Horizon; Marlene Cohen as Director of Support Services at Horizon; Brenda Crowder as Director of Support Services at Bridges; Karen Durante as Director of Office Services at Central Office; Tracy Jordan as Investigator III and Errol Smith as Juvenile Counselor.

New DJJ Employees

Luis Melendez and Helena Trimmer began as NSD Houseparents. Taman Paisley was hired as a Special Officer. Theresa McGregor began work as a Secretary.

Laiwola Adejuwon, Michael Anderson, Brian Barnes, Tell Beharry, Yemisi Bolawole, Horace Calder, James Dupree, Emmanuel

Ejoh, Juan Jaquez, Jawhar Jordan, Ronald Kingwood, Elizabeth Lecour, Raymond Lynch, Nathaniel Maloney, Lavell Nelson, Fred Nutt, Michael Nwankwo, Moses Olu-Ojo, Godwin Oriabure, Gabriela Pena, Samantha Pugh, Cynthia Quintana, Adrienne Reid, Darryl Reid, Daren Rowe, Kenneth Saxby, Erik Selakoff, Yolanda Sills, Felecia Smith, Rosemarie Soler, Loye Taylor, Raquel Tiburcio, Roxanne Thompson-Young, Sherly Toassin, Pedrito Vialet, Iselde Vital, Barrett Walters, Laura Wilder, Ronnie Williams and Sharon Windham were hired as Juvenile Counselors.

The following Juvenile Counselors graduated from DJJ's Training Program on June 8: Rafeeu Badmus, Tisha B. Barton, Cheryl Bradley, Denean Brown, Sandra Dixon, André Fernandez, Delis Flores, Jacqueline Gibson, Tanya Granston, Courtney Grant, Samuel Hollins Sr., Connie T. Howard, Beverly Jeffers, Seldon Jefferson, Mark Joyner, Oswald W. Longworth, Fannie Ojatuwase, Monisola Olademiji, Deborah Padilla, Rafael Pasols, Orlando Perez, Cynthia Quintana, Barney Robinson, Ileana Rosario, Troy Singleton, Nadia Thomas, Norenja Thomas, Gregory Tull, Monica Vaughan, and Josephine Williams.

The following Special Officers graduated from DJJ's Training Program on June 8: Wilfredo Ayala, Trevor Connell, Dwayne Gathers, Nahtinqua Odam-Clarke, Damon Patterson, Gary Sylvester, Earl Taitt, Marvin Townsend, David West, and Anthony Wheeler.

Change in Prescription Benefit

The City will be providing a new prescription drug benefit effective July 1, 2001. In order to be eligible for this program, you must be enrolled in a city health insurance program.

The new benefit, called PICA, will cover all prescription drugs in the following four (4) classes: Psychotropic, Injectable, Chemotherapy, and Asthma. National Prescription Administrators (NPA) will administer the program.

Members of DC 37 who presently receive their drug benefits from NPA will have their drug card upgraded internally in the pharmacy computer system and members will not receive a new drug card. All other employees (who do not have current drug benefits coverage through NPA) will receive an information package with a new identification card from NPA at their home address.

If you do not receive this package in the mail by July 3, 2001, please call your health insurance carrier.

Retirements

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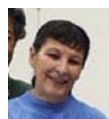
being a part of this profession and set a positive image for everyone who came in contact with him. Officer Slade was loyal and consistent in his duties," said Sergeants Angela Ward and Dusha Holmes.

In 1986, DJJ presented him with a commendation for excellent work as sergeant during a strenuous staff shortage while maintaining the high standards of professionalism.

As Senior Special Officer for the night tour at Horizon for the past three years, Officer Slade made it his responsibility to come to work with an eye toward

providing the staff with support and a pleasant working environment. In 1997, Officer Slade was saluted with a longevity plaque for 25 years of service with the city.

Jeanette Lomio, Secretary to the General Counsel, Kay Murray, retired on April 13 after five years with DJJ. Ms. Lomio was always willing to help out and was very even tempered. She has been an invaluable asset to the General Counsel's office.



Retirement

End of An Era: Cleophus Glass Retires

Thirty-four year veteran Cleophus Glass, Deputy Commissioner of Operations and Detention retired at the end of 2000.

"If someone told me 34 years ago, when I was a JC that I would end up as Deputy Commissioner, I would have said they were crazy," said Mr. Glass in a statement to staff, who honored his retirement.

Mr. Glass thanked former Commissioner Tino Hernandez for "making a dream come true for a JC" as well as many of the operations staff who helped him along the way. "I came up through the ranks because of your talents and skills."

Mr. Glass began working for Youth House, the organization that operated Spofford Juvenile Center in 1966, long before the inception of the Department of Juvenile Justice (DJJ) in 1979. His first supervisor was Marion Brown, who is currently supervisor of the Movement Control and Communications Unit. Mr. Glass worked his way up the career ladder in secure detention, beginning as a Juvenile Counselor, then as a Senior Juvenile Counselor and later as Principal Juvenile Counselor.

Mr. Glass soon became manager of the Intake Unit at Spofford Juvenile Center until he was elevated to serve as Acting Assistant Commissioner of Non-Secure Detention from 1993-1994.

In 1994, he was appointed Deputy Director of Program Services at Spofford Juvenile Center. In 1996, Mr. Glass was named Executive Director of Spofford Juvenile Center. Two years later, Mr. Glass spearheaded the opening of DJJ's two new secure detention facilities. He was then appointed Executive Director of

Crossroads Juvenile Center in Brooklyn.

During the course of his career at DJJ, Mr. Glass was executive director of three secure facilities and worked under six commissioners. Mr. Glass speculated that he has worked with as many as 10,000 juveniles during his tenure. As much as Mr. Glass was an effective manager, his best service was counseling youth in his care.

Many of the innovative ideas that bring acclaim to DJJ's secure detention operations were conceived and implemented by Mr. Glass. A natural born leader with profound vision, Mr. Glass stressed the importance of teamwork, kept morale high and enabled employees to work cohesively for the benefit of youth in detention. The needs of youth were always his primary consideration. Staff and residents alike respect Mr. Glass as a consummate professional.

Associate Commissioner Crystal Monge spoke of his professionalism. "He always treats everyone with respect, whether you are male or female. He never panics and he's always willing to listen. I wish we could continue to have him around so people can see what it is like to be a professional."

"I have tremendous respect and admiration for Cleo," said former Commissioner Hernandez. "The mark of a great leader is someone who can remain calm in the face of a storm. He embodies the two-fold mission of the agency, custody and care. He is caring but firm. It has been a real pleasure to work with him."

As an example of Mr. Glass' effectiveness and compassion, the following story was told. Nine years ago,



Cleophus Glass retires.

under Commissioner Rose Washington, it was noticed that many juveniles were being held on \$1 bail but bail was remaining unpaid. Suddenly, many of the youth were being released. When asked who was paying the bail, it was learned months later that Mr. Glass had paid it. In his usual humility, he never told anyone.

"He's reliable, responsive and responsible, a wonderful role model," said Kay C. Murray, General Counsel, who has worked with Mr. Glass for over 20 years.

In 1992, Mr. Glass received the N.Y. State Juvenile Detention Association's Secure Detention Worker of the Year Award. Credited with initiating many innovative programs such as DJJ's Operation Smart, he also received the prestigious Isaac Liberman Public Service Award in 1993 for excellence from the One Hundred-Year Association of New York. Mr. Glass holds a BA in health education from St. Augustine's College in Raleigh, NC. After over 30 years of service, Mr. Glass looks forward to spending quality time with his family. We all wish him well.