



VIEWS from the Hill



Sheriff Frank G. Cousins, Jr

Vol. 14, No. 6

The Official Newsletter of the Essex County Sheriff's Office

Sept.— Oct. 2006

In This Issue...

MSA Convention	Pg. 1
WIT Accreditation	Pg. 1
Safety Tip	Pg. 2
New Recruits	Pg. 2
The Importance of Report Writing	Pg. 3
Training Note	Pg. 3
Helping our Seniors Friends	Pg. 4
Youth Academy	Pg. 5
Sheriff's Message	Pg. 6
Employee News & Notes	Pg. 6

MSA Convention 2006

There was, quite literally, something for everyone.

Discourse on all matters of criminal corrections? Check. Discussion about how to deal with limited resources? Check. Seminars on how to deal with the stress of engaging inmates eight hours a day and then, having to turn around and go home and deal with a wife/husband, your child's homework assignments, picking up and/or bringing your youngster to their next activity? Check.

After much hard work on the part of a plethora of people from the Essex County Sheriff's Department, the Massachusetts Sheriffs' Association's Annual Convention went off without a hitch earlier this fall. The event spanned three days and was headquartered at the Sheraton Ferncroft Resort in Danvers.

"I could not have asked for a better event," Essex County Sheriff

Frank G. Cousins Jr. said afterward. "The food was dynamite. The attendance was fantastic. And the training sessions were helpful as well."

The highlight of the event for many was the convention banquet, conducted on Saturday night, September 30. Hosted by Sheriff Cousins, the keynote address was given by Dr. Kevin Gilmartin, co-founder of Gilmartin, Harris and Associates, a behavioral sciences/management consulting company that specializes in law enforcement/public safety consultation. Dr. Gilmartin's presentation focused on the need for law enforcement professionals to achieve balance in their lives, so they do not take home the stresses of their jobs when they are off the clock. For those who were attentive, it was an important message.

It is unknown at this time which sheriff's department is going to take on the monumental task of hosting next year's event.



Sheriff Cousins & Kim Murtagh

"This was something I wanted us to host and we did it extremely well," Sheriff Cousins said at the conclusion of the banquet. "I could not be any more proud of all who made this weekend the success it was."

Women In Transition Gains Accreditation



The Women In Transition Facility in Salisbury has gained its accreditation from the American Correctional Association. The award was presented at the American Correctional Association's 136th Congress of Correction, which was conducted in Charlotte, N.C., in August.

The WIT houses 24 non-violent female offenders who broke the law as a result of their addictions to drugs and alcohol. It is in its sixth year of operation.

In presenting the award, Robert Garvey, chairperson of the Commission on Accreditation for Corrections, complimented Sheriff Frank G. Cousins, Jr., and his staff for its professional level of operation and success in completing the accreditation process.

The accreditation program is a professional peer review process based on national standards that have evolved since the founding of the ACA in 1870. National leaders from the fields of corrections, law, architecture and health care developed the standards used for evaluation.

WIT becomes the second facility that is a part of the Essex County Sheriff's Department to gain its accreditation. The Middleton House of Correction gained its accreditation three years ago. Its status is reviewed every three years by the ACA. If standards are not being met, accreditation can be revoked. The Middleton House of Correction received its three-year review during the summer. The facility and its staff passed the evaluation with no problems.



Women In Transition



Anniversaries September – October 2006

Congratulations to the following employees on their anniversaries with the Department. We thank you for your years of loyal service.

25 YEARS

James Dombrowski – Unit Mgr, Middleton

20 YEARS

Louis Hebbelinck – Garage Supervisor, Middleton

15 YEARS

Edward Jenkins – Dir of Security, Middleton

Peter Lundy - Housing, Middleton

Steven Sobotka - Housing, Middleton

William Stickney - Programs, Middleton

John Magulas - Security/K-9, Middleton

This Month's Safety Tip

(Courtesy of Lieutenant Tony Bartolome, Florida Highway Patrol)

You walk across the parking lot, unlock your car, and get inside. You start the engine and shift into reverse, and when you look into the rearview mirror to back out of your parking space, you notice a piece of paper stuck to the middle of the rear window. So, you shift into park, unlock your doors and jump out of your car to remove that paper (or whatever it is) that is obstructing your view.

When you reach the back of your car, that's when the car jackers appear out of nowhere, jump into your car, and take off. They practically kill you as they speed off. And guess what, ladies? I bet your purse is still in the car, and if they see your home address and have your keys, your home is now compromised!

BEWARE OF THIS NEW SCHEME. If you see a piece of paper stuck to your back window, just drive away and remove the paper later.

Contents of this newsletter are intended for the Sheriff's Department staff and friends

Phone: 978-750-1900
Fax: 978-750-1999
E-mail: newsletter@eccf.com

To Submit items to the newsletter, Please contact Paul Fleming at ext 3353 or email pfleming@eccf.com



Basic Training Academy 06-02.

The New Recruits

The basic training academy in progress, BTA 06-02, consists of a diverse group of men and women. The 29 recruits range in age from 22-46. This is the first academy class to consist of all part-time reserve correctional officers who have worked in the facility for different lengths of time, from as little as three months to one year.

The nine-week academy consists of training in Defense Tactics, Firearms, Hostage Negotiation, Ethics, and Courtroom Testimony, which recruits participate in at Mass School of Law. The training instructors come from various areas of expertise, including staff from inside the jail, other sheriff's departments, local police departments, Middleton Fire Department, and the Massachusetts State Police. During the first week of training, department heads speak with the recruits to give them an overview and

broader understanding of the function and opportunities within the facility.

The Physical Training Program during the academy is vigorous and consists of some new components including circuit training, an obstacle course and Pilates. There is also the standard calisthenics and running regimen. To date,

the recruits have participated in two 5K-road races, the Marine Corps Run and the Run For All Ages.

The academy class is scheduled to graduate on Monday, November 13, 2006 at 6 pm at the Triton Regional High School, located in Byfield, MA.



BTA 06-02 Recruits practicing defensive tactics.



The Importance of Report Writing

As a correctional officer, report writing has become a major part of our job. A good report can help us succeed in court, get promoted and positively assist the department in departmental decisions.

With the passage of time, complacency seems to be our worst enemy as we begin to neglect the principles taught to us as new officers.

Officer court appearances have greatly increased in the last few years, particularly as the department actively prosecutes inmates for crimes that have occurred within the correctional facility. As a result, staff generated reports are increasingly affecting the outcome of pending court cases.

By remembering to include when, where, why and how the incident occurred, who was involved, what occurred, action you took, and only the facts, staff members can dramatically increase the department's chances of receiving a guilty verdict against noncompliant inmates. Furthermore, by constructing your report without jail slang, medical terms, legal terms and abbreviations, the court system is armed with a quality piece of evidence used to prosecute noncompliant inmates. Lastly, by excluding opinions, disciplinary recommendations and reports written in all CAPITAL LETTERS, staff members are able to supply their reader with a grammatically correct, legible and professional report.

In addition to the staff members writing adequate, fact filled reports, supervisors are equally important. Supervisors who fail to review their officers' reports are doing their staff a disservice and failing as a supervisor. Remember, there is no such thing as a bad report. Bad reports are the result of bad supervision.

Training Notes:

- **NERPI** (Northeast Regional Police Institute): The Essex County Sheriff's Department has the most staff members from any department (32) enrolled in the current class.
- **In house training:** Staff members must have their in house training hours finished by December 1st
- **Reserve Correctional Officer:** The department has started pre screening for new correctional officers.



Helping Our Senior Friends

Thanks to the donations and efforts of members of the Essex County Sheriff's Department, many senior citizens have been provided with 911 cellular phones and smoke detectors for their home.



In collaboration with the Essex County TRIAD and the donations of Essex County Sheriff's Department employees, approximately 300 senior citizens have been provided with emergency 911 cellular phones. The Essex County TRIAD would like to thank the following individuals for their gracious donations: Jessica Oljey, Lt. Thomas Gaglione, Officer Dave Fronterio, Deputy Jack Gamble, Officer Laura Rowe, Sergeant Anthony Palmisano, Captain James Foley, Officer Kevin Nolan and countless others.

TRIAD offers many other safety and awareness programs for senior citizens.

Through donations of cellular phones and time, the Essex County TRIAD program continues to grow. The program is now assisting senior citizens in 31 of the 34 communities in Essex County. In addition, TRIAD has also been able to join forces with HAWC (Helping Abused Woman and Children), where cell phones not used by TRIAD are donated to HAWC. Staff members interested in donating their cellular phone can contact Captain Jason Ebacher at Ext: 3322.

Donating your time is also an important aspect of the Essex County TRIAD. In the fall of 2005 many Essex County Sheriff's Department employees donated their time by assisting the Salem Council on Aging in installing smoke detectors in the homes of Salem senior citizens. For three



months, approximately 375 smoke detectors were installed in various homes. A special thanks is offered to Officer Chris Condon, Officer Mike Richards, Captain Foley and Newton Murphy.

TRIAD offers many other safety and awareness programs for senior citizens. One program that has been extremely popular is the senior ID program. Thanks to Sheriff Frank G. Cousins Jr., seniors are now provided with a free identification card through a photo ID machine.

In August, approximately 125 Lawrence senior citizens were provided with senior identification cards at several of the city's elderly housing complexes. To date, TRIAD has issued approximately 750 senior identification cards.

TRIAD is also currently sponsoring a lecture series where seniors are provided information on identity theft, elder scams and elder abuse. Recently, 100 seniors in Newburyport, 25 seniors in Lynn, and 20 seniors in Methuen were provided information on identity theft.



Donating your time is also an important aspect of the Essex County TRIAD. In the fall of 2005 many Essex County Sheriff's Department employees donated their time by assisting the Salem Council on Aging in installing smoke detectors in the homes of Salem senior citizens. .



Youth Academy Wrap-Up

For the fifth consecutive summer, the Essex County Sheriff's Department hosted area youngsters in its version of a "Youth Academy." The camp, headquartered at neighboring Essex Agricultural High School, served 185 participants between the ages of 12 and 14.

John O'Connor, assistant director of training for the Essex County Sheriff's Department, served as the headmaster. Correctional Officer Amanda Colby, Reserve Correctional Officer Morgan Marconi, and interns Steve Langlais and Krista Dern provided assistance.

"We had a lot of employees' kids go this year," John said. "The response was awesome."

Nine one-week sessions were conducted, starting in the first week of July. Participants engaged in a variety of activities. Some were educational, such as bullying and Internet safety classes, while others were geared for fun, with a visit to the "Witch Dungeon" in Salem and a whale watch being two primary examples.

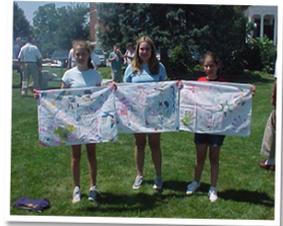
"We take them to 'Project Adventure.' The boat. Going on a little field trip. A lot of these kids have never had these opportunities," John O'Connor said.

The communities that sent youngsters to the academy were Amesbury, Methuen, North Andover, Middleton, Boxford, Rowley, Salem, Georgetown, Beverly, Haverhill and Peabody.

Plans are being made to expand the program to additional cities and towns across the region next summer.

Amanda said she enjoyed serving as a counselor. It was an interesting change from her regular duties.

"I thought it was awesome to see a different aspect of the sheriff's department, other than being on a housing unit, as I have been, over the last three years," she said.



"We take them to 'Project Adventure.' The boat. Going on a little field trip. A lot of these kids have never had these opportunities," John O'Connor said.

Lieutenant Governor Kerry Healey visited the Youth Academy during one of the days participants spent at Beverly's "Project Adventure."





Sheriff's Message

With this re-launch of *Views From the Hill*, I want to personally thank all who participated in the planning and preparation for the Massachusetts Sheriffs' Association Annual Conference, which was conducted last month at the Sheraton Ferncroft Resort. The amount of work that went into the undertaking, in a was at different intervals, immense. And yet, every assignment was fulfilled in the prescribed timeframe.



Sheriff Frank G. Cousins, Jr.

I especially want to thank Kim Murtagh and Robyne Clarke for their efforts. I asked them to do a lot, and they always came through, regardless of the assignment. It is fair to say there would have been no conference if those two women were not involved as much as they were in the planning process. Their attention to detail and willingness to work with anyone helped make the convention a positive experience for all.

I also want to thank the administration and staff of the Sheraton Ferncroft Resort. The hospitality and professionalism the staff bestowed on us was great and added to the success of the event. They did a particularly fine job with the cuisine, which had most everyone raving at one point or another during the banquet.

Once again, I salute all who made the conference truly memorable.

VIEWS FROM THE HILL

Sept.— Oct. 2006

Vol. 14 No. 6

Published quarterly for the employees of Essex County Sheriff's Department Middleton, MA.

All opinions expressed in this newsletter are those of the writers and are not intended to reflect policy or the opinions of management of this Department.

Editorial Board:

- Frank G. Cousins, Jr.* Sheriff
- Michael Marks* Superintendent (Middleton)
- Joseph Furnari* Superintendent (LCAC)
- Willie J. Smith* Director of Human Resources
- Paul Fleming* Editor
- Jason Ebacher* Asst. Editor
- Jessica Oljey* Asst. Editor

Production Credits:

- David Marescalchi* Layout/Typesetting
- Missey Donohoe* Asst. Editor

It is this Department's policy to seek and employ the best qualified personnel in all of its facilities and to provide equal opportunity for the advancement of its employees, including promotional opportunities and training; and to administer these activities in a manner which does not discriminate against any person because of race, color, religion, age, national origin, disability, or veteran status.

EMPLOYEE NEWS AND NOTES

BIRTHS

Caseworker Pete Michaels and his wife, Alexandra, welcomed a baby boy, Lucas, on April 11, 2006.

Superintendent Michael Marks and Joanne Marks had twin boys, Christopher John, and Nicholas Terrence, on July 31, 2006.

MARRIAGES

Officer Bill George celebrated his new marriage to wife Cheryl in July 2006!

Accredited by The American Correctional Association (ACA)

Essex County Sheriff's Office
Frank G. Cousins, Jr. Sheriff
P.O. BOX 807
Middleton, MA 01949-2807