



VIEWS from the Hill



Sheriff Frank G. Cousins, Jr.

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Summer—2011

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BTA 11-01



Members of Basic Training Academy Class 11-01 receive the oath of office from Essex County Sheriff Frank G. Cousins, Jr., at their swearing-in ceremony conducted earlier this spring at the South Lawrence East Elementary School.

The 32 members of Basic Training Academy Class 11-01 became the newest members of the Essex County Sheriff's Department when they recited the oath of office from Essex County Sheriff Frank G. Cousins, Jr. at their swearing-in ceremony conducted earlier this spring at the South Lawrence East Elementary School.

The class was covered extensively by the *Salem News* and *Lynn Item* because 10 of its members were females, which constituted one of the largest groups of female cadets to ever train to prepare to go to work for the department.

"Balance is very important in the workplace," Sheriff Cousins told the *Salem News* when asked to comment on the class's diversity. "I teach at North Shore Community College, and a lot of women in my class want to be probation officers, police officers and corrections officers. We put an emphasis on recruitment of women in this class."

One recruit was Jacquelyn Richards, who told the *Salem News*, "I think people are realizing women can take charge of a facility just as well as men can, and they are also able to de-escalate situations as well."

Congratulations to all the members of BTA Class 11-01!



BTA 11-01 (CONT.)

ANNIVERSARIES - SPRING -2011

FIVE YEARS:

Jennifer Poulin
Paul Roycroft

FIFTEEN YEARS:

Dennis Laubner
David Liacos
Brian Tavares

TWENTY YEARS:

John Magulas
Kenneth Michaud
Michael Howard
Richard Smith
Christopher Goudreault
Michelle Kravette
David Frontiero
Jonathan Campbell
Eric Belleau
Ronald L'Italien

TWENTY FIVE YEARS:

Kristina Gikas



BTA Class 11-01 President Michael Chandler addresses the audience at the graduation ceremony at the South Lawrence East Elementary School.



Assistant Director of Training Mike McAuliffe, Correctional Officer Ryan Richards and Sheriff Frank G. Cousins Jr. pose for a picture following the graduation ceremony for BTA Class 11-01 at the South Lawrence East Elementary School.

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BTA 11-01 (CONT.)



Correctional Officer Mark Csogi's daughter, Madison, sang the National Anthem prior to the start of the graduation ceremony for BTA Class 11-01 conducted at the South Lawrence East Elementary School. Pictured standing behind her, left to right, is Special Sheriff Richard Roaf, Director of Human Resources Joanne Marks, and Superintendent Michael Marks.



REMEMBERING “KARO”

Sergeant Michael Backry Jr., a member of the Essex County Sheriff's Department K-9 Unit, recently lost his first partner, “Karo,” who worked with him for 10 years.

What follows is the letter-to-the-editor Sgt. Backry wrote to the *Salem News*, expressing his grief over the loss of the German Shepherd.

We are re-printing it here out of respect for Sgt. Backry and in memory of “Karo.”

“I just laid to rest my first K-9 partner, Karo, who worked tirelessly for us for nearly 10 years.

He was an exceptional K-9 in so many of the ways that K-9 working dogs are trained and evaluated for. He could do a hard-surface track like so few others, meticulous article and building searches, and his “bark and guard” would rattle the guts of the largest decoy or fleeing suspect.

He was able to do such a wide spectrum of things, from cleaning the ice cream or ketchup from the faces of giggling children in strollers at the many public safety days and K-9 demonstrations, and then dragging a 200-pound man out of a dark room or from under a porch. He could endure being crowded by children, and then move a disorderly crowd of 100. So few K-9s really have the ability to do so.

I first taught him the command “little people” for his interaction with children and infants, but I believe he simply just knew. He and I had one hell of a run, with a great number of newspaper articles on his accomplishments and apprehensions. Karo and I even appeared on television a few times.

A great many of the people of Essex County have benefitted from his work, especially in the town of Danvers where I lived and where he did his first of many successful tracks and apprehensions.

He would work in the most extreme conditions, from the hottest summers to nearly 12 degrees below zero, when he did one of his best-ever tracks.

He never looked to me or one of the officers with me for anything more than some grateful patting and interaction after any of his successful assists.

Of all the things in people's lives that they are grateful to have had, Karo is forever one of mine. He always had my back, and I was always there for his.

For the better part of a decade, I would readily trust him with my life; he was my eyes in the dark, my nose in the wind and the sword at my side.

Forever my partner, forever my friend; I will feel the loss of him for a very long time.”

Well done on the letter, Sgt. Backry.

You have the condolences of all of us here at *Views from the Hill*.



NEW SERGEANTS



Sergeant Richard Ferrari and Sheriff Frank G. Cousins, Jr.



Sergeant James Comeau and Sheriff Frank G. Cousins, Jr.

Essex County Sheriff Frank G. Cousins Jr. recently promoted four employees to the rank of sergeant during a ceremony conducted outside his office in the administration building.

The officers were selected following a rigorous process that included taking a promotional exam and undergoing interviews with members from outside law enforcement agencies.

Sheriff Cousins said all four earned the promotions through their hard work and dedication to their jobs.

“They all did a great job studying for the exam and during the interview process,” he said. “They want to be leaders and understand the role they are taking on as they move forward in their careers. I couldn’t be happier for all of them and their families.”

Shown on this page with Sheriff Cousins in the top picture is Sergeant Richard Ferrari. Pictured in the bottom photo is Sergeant James Comeau.

Congratulations!



NEW SERGEANTS (CONT.)



Sergeant Stefanos Tsoukalas and Sheriff Frank G. Cousins, Jr.



Sergeant Joseph Riley and Sheriff Frank G. Cousins, Jr.



OUR PAKISTANI FRIENDS



Two government officials from Pakistan recently visited the Essex County Sheriff's Department to learn how a county correctional facility is managed in Massachusetts. Pictured above, with Special Sheriff Richard Roaf and Sheriff Frank G. Cousins, Jr., are Nabila Irfan, Assistant Commissioner for the Government of Punjab, and Khavan Murtaza, Director of Procurement, Government of Sindh, Pakistan.



GRADUATION SPEAKER

Sheriff Frank G. Cousins, Jr. donned his cap and gown recently when he served as the graduation speaker for Northern Essex Community College's May 21 commencement ceremony.

In front of hundreds of students and their family members and friends, Sheriff Cousins talked about one of his favorite topics - leadership.

"That was an honor and privilege," said Sheriff Cousins after the ceremony.



Sheriff's Message

We are living and functioning in challenging times and for those of you who have chosen to take on more responsibility here at the Essex County Sheriff's Department, I appreciate your willingness to serve as leaders.

It does not go unnoticed by myself and your colleagues.



Sheriff Frank G. Cousins, Jr.

Recently, I had the honor of giving the commencement speech for the students at Northern Essex Community College.

Amongst the many topics covered, I touched upon the concept of leadership. For all of us in positions of authority, we can never forget those who look to us for guidance as they go about performing their daily tasks and rituals.

Here is what I said to the students, and I think the principles I spoke of are applicable today more so than at any other juncture during our shared tenure.

"...I've learned some things that I thought I would pass along to you. I would like to share with you two rules I live by:

First, be accountable. Accountable to yourself as well as to others. Keeping promises, paying attention to what matters, providing leadership and management, is the essence of accountability.

Second, be responsible.

Time passes quickly.

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The questions of what is possible and impossible may rest with you alone.

Trust in yourselves..."

Again, congratulations to all who are taking on new challenges and responsibilities. Your hard work and diligence has brought you to where you are.