

Massachusetts Department of Correction

2012 Annual Report



MA DOC 2012 Annual Report



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Letter from Commissioner

I am pleased to present the Massachusetts Annual Report for 2012.

In 2012, we re-dedicated our efforts toward creating a healing environment for both staff and inmates by continuing our commitment to the military peer support program, expanding the Bridgewater State Hospital Companion program and expanding wellness activities for staff and inmates around the department.

2012 also saw our efforts rewarded with regard to performance measures. Massachusetts takes part in the Performance Based Measures System that was developed by the Association of State Correctional Administrators (ASCA). Massachusetts achieved the second highest level of compliance in meeting ASCA standards, which translates to Massachusetts meeting at least 75% of the key indicators of performance measures that ASCA requests. This helps to shape the future of corrections across the country by providing accurately measured statistics.

As an agency, we were also proud to celebrate the 135th anniversary of MCI-Framingham being in operation. MCI-Framingham staff refurbished a bell that is once again prominently displayed at the facility. They also had past superintendents and many former staff return to the facility to celebrate and speak with current staff.

As Commissioner of the Massachusetts Department of Correction, I am humbled to lead such a talented, caring and dedicated group of individuals which we proudly refer to as "Team DOC." We are better positioned for the future due to Team DOC's hard work and dedication. I continue to be confident that we will continue our mission every day to keep the people of Massachusetts safe and to return offenders back to the community better able to cope with a multitude of challenges than when they first entered custody.

Luis S. Spencer
Commissioner

MASSACHUSETTS DEPARTMENT OF CORRECTION

VISION

TO EFFECT POSITIVE BEHAVIORAL
CHANGE IN ORDER TO ELIMINATE:

- VIOLENCE
- VICTIMIZATION
- RECIDIVISM

MISSION

PROMOTE PUBLIC SAFETY BY MANAGING
OFFENDERS WHILE PROVIDING CARE AND
APPROPRIATE PROGRAMMING IN PREPARATION
FOR SUCCESSFUL REENTRY INTO
THE COMMUNITY

MANAGE - CARE - PROGRAM - PREPARE

CORE VALUES

RESPONSIBLE - RESPECTFUL - HONEST - CARING



WORKING FOR A SAFER TOMORROW EVERY DAY

Frequently Asked Questions

How many inmates are incarcerated in the DOC?

On July 1, 2012 there were 10,686 criminally sentenced inmates in the jurisdiction of the DOC. There were 640 offenders incarcerated as a civil commitment and 671 pre-trial detainees in the DOC.

How many Massachusetts inmates are incarcerated in other jurisdictions' facilities?

On July 1, 2012 there were 79 DOC inmates housed in other state or federal correctional facilities; 185 DOC inmates were housed in county correctional facilities.

How many institutions do you have and how many security levels are there?

The Department has 18 institutions and 4 security levels: Maximum, Medium, Minimum and Pre-Release.

What is the DOC overcrowding rate?

The total custody overcrowding rate for DOC facilities as of June 25, 2012 was 146%. The overcrowding rate for medium security facilities was 155%. The overcrowding rate is determined based on the average daily population of the facility divided by the number of beds (design capacity).

What is the average cost to house an inmate per year?

For Fiscal Year 2013, the average cost per year to house an inmate in the Massachusetts DOC was \$47,102.30.

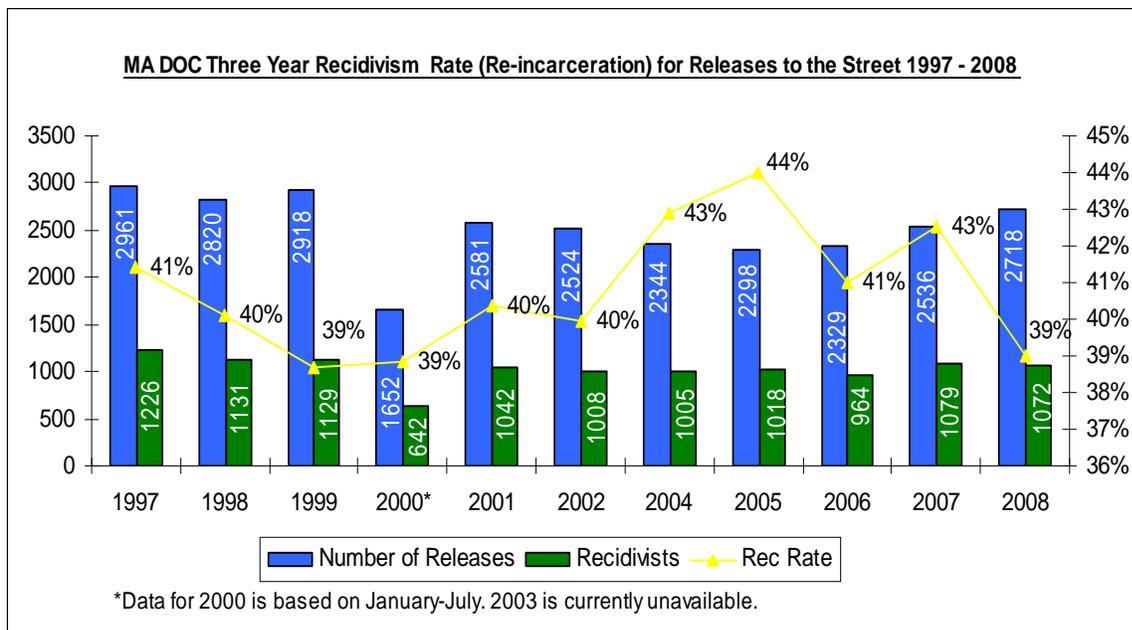
How many "lifers" are incarcerated in Massachusetts DOC facilities?

On July 1, 2012, there were 1,928 inmates serving a life sentence. Of the 1,928, there were 1,027 inmates serving a first-degree life sentence while the remaining 901 were serving a sentence of second-degree life.

What is the gender breakdown of the inmate population?

Of the 10,686 criminally sentenced inmates in DOC jurisdiction on July 1, 2012, 551 (5%) were female and 10,135 (95%) were male.

What is the racial/Hispanic ethnicity composition of the inmate population? Inmates serving criminal sentences on July 1, 2012 reported the following race/ethnicity: White 4,438 (41.5%), Black 3,060 (28.6%), Hispanic 2,909 (27.2%), Asian 149 (1.4%), American Indian/Alaskan Native 65 (0.6%), Native Hawaiian/Pacific Islander 0 (0%), and Other 65 (0.6%).



Strategic Plan

The Massachusetts Department of Correction is motivated by a deep commitment to our vision, mission and core values. We promote a healing environment where the health & welfare of staff and inmates is strengthened by implementing the goals, objective and key strategies of our strategic plan.

The seven goals in 2012 were:

- Effectively transition inmates to communities to reduce crime and victimization, reduce recidivism, and promote effective rehabilitation and reentry
- Maintain and enhance prison safety and security for the public, staff and inmates
- Promote a healing environment for staff and inmates
- Collaborate with external stakeholders and partners to develop and implement strategies supporting mutual goals and objectives
- Improve business administrative performances
- Achieve work force excellence
- Enhance communications both internally and externally by introducing new and enhancing existing communication initiatives

Our accomplishments are highlighted in this report which can serve as a measure of the progress made as we continue on our future course.

Goal:

Effectively transition inmates to communities to reduce crime and victimization, reduce recidivism, and promote effective rehabilitation and reentry

Highlighted Accomplishments

Boston State Pre Release Center established 11 new inmate employers

Massachusetts Alcohol and Substance Abuse Center (MASAC) established collaborations with High Point, Wyman Re-entry, and Adcare allowing community providers to meet with civil commitments at the facility prior to their release

A partnership was formed with *Learn to Cope* which assists families in dealing with the addiction of the returning inmate

MCI-Framingham released 88 inmates during the first quarter all with MassHealth coverage in place

MCI Plymouth began plans for a Pre Release component which began operating in June 2012

Sixteen inmates at Northeastern Correctional Center received CPR certification by a licensed CPR volunteer trainer

Monthly triage meetings are held to identify and address the needs of releasing inmates

South Middlesex Correctional Center inmates continue to utilize services at the South Middlesex Opportunity Council Office Skills Program which provides assistance in resume writing and release planning

Volunteer programs are widely used which provide links to the community and much needed programming

The Companion Program at Bridgewater State Hospital has expanded by adding 4 additional inmate companions

An Iraq Veteran spoke at an event for the American Vet Dog Program detailing how the program changed his life for the better

A Boston Re-entry survey began in May 2012 which is the result of a collaborated study between the Department of Correction and Harvard Researchers who will follow released inmates and examine the results of the prison's re-entry process

MCI Framingham improved their institutional job program to better prepare inmates for a more realistic work day

The North Central Correctional Institution Residential Treatment Unit implemented an incentive program, which awards points to inmates for treatment compliance

Old Colony Correctional Center Inside/Out Bridgewater State University Program held its annual debate date on 5/12/12. Criminal Justice students and inmates debated the topic: "Mandated Programming versus Non-mandated Programming"

Motivational speaker Kevin Wayne Thomas spoke at Old Colony Correctional Center in June 2012 about reentry and how to succeed post release

Earned Good Time changes were implemented as a result of changes in Massachusetts General Laws Chapter 192

170 GEDs were awarded in June 2012

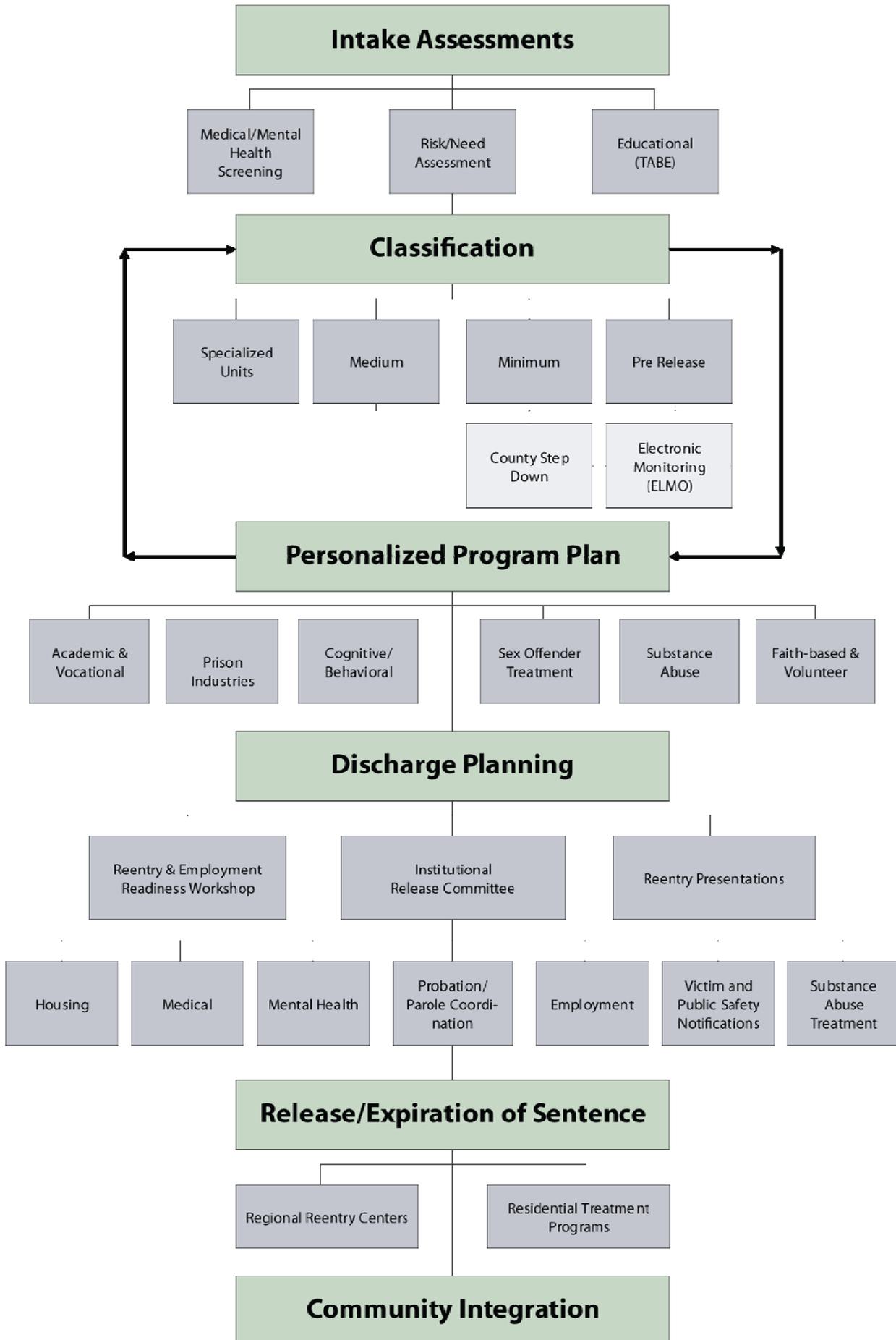
Established Transitional Step-Down Services at Lemuel Shattuck Hospital (LSH) that will allow up to five releasing inmates into an inpatient LSH bed as necessary with appropriate follow up services for up to three months post discharge

The work release office at NECC continued to obtain employment for those inmates on pre-release status, reaching an employment rate of approximately 98%

Due to the legislative change that took effect on July 1, 2012 regarding Section 35 commitments, MASAC is now sending letters with an information packet to each civil commitment's emergency contact/next of kin

The discharge planning process was enhanced to better identify high risk offenders who will be referred to specialized case management services designed to more effectively address their unique post release barriers and create a more transparent release process

Massachusetts Department of Correction- Reentry Continuum



Goal:

Maintain and enhance prison safety and security for the public, staff and inmates



Developed and implemented comprehensive site specific Prison Rape Elimination Act plans to include facility vulnerability assessment and housing criteria

Bridgewater State Hospital implemented a wrist band ID in January 2012

Shower mats were purchased and installed in all housing units at MCI Cedar Junction to prevent injury to inmates

Escape drills were conducted to assist in preparing, training and identifying issues that may arise during the event of an actual emergency

The visiting room at Souza Baranowski Correctional Center was reconfigured to reduce contraband flow into the facility

A new, state-of-the-art Intensive Treatment Unit (ITU) was developed, built and opened on April, 2012 that has enhanced MCI-Framingham's ability to address the management of in-crisis inmates and allow the Health Services Unit to operate as a medical unit

Since July 2012, MCI Framingham has demonstrated a 15% reduction in self-injurious behaviors, in addition to a 33% reduction in 1:1 Mental Health Watches, a 20% reduction in transfers to inpatient psychiatric hospitals and a 4% reduction in crisis contacts with mental health staff due to the opening of the ITU.

Paper punches were purchased for all DOC facilities for mail officers to remove the stamps from envelopes on inmate mail to reduce the introduction of illicit substances such as Suboxone

The Fugitive Apprehension Unit apprehended all four 2012 inmates escapees from Minimum/Pre-release facilities; two within 24 hours, one within 5 hours and one within 2 hours of their escape

The Office of Investigative Services trained Executive Leadership on the recent drug trends regarding visitor introduction of contraband incidents at facilities in order to combat this growing problem

Prepared and submitted Homeland Security grant applications for Secure Radio Networks

Inner Perimeter Security (IPS) Training Programs were facilitated in February 2012 and May 2012 with a total of 39 inter and intra-agency staff participating in the programs

A consultant from the National Institute of Corrections toured the Department Disciplinary Unit (DDU) in April to evaluate the department's management of high-risk offenders

A Sexual Assault Investigator Training was designed and piloted in February 2012, this curriculum has been added to the Inner Perimeter Security (IPS) Induction program to ensure that all Investigators are properly trained to handle sexual assault investigations

The Special Operations Division Canine Unit performs routine narcotics and cell phone searches at Department of Correction Facilities which has reduced the number of cell phones confiscated by 64% (as compared to 2011)

A training plan to provide a sustainable system to address the ongoing staff development needs associated with the Special Treatment Units (STU) and Residential Treatment Units (RTU) was developed

Developed and conducted formalized training for all Department disciplinary and hearing officers regarding required consultation with mental health staff about sanctions for inmates with certain mental health diagnoses

Training was provided in regards to emerging trends and issues including inmate discipline relative to synthetic marijuana

Special Operations Division supports several law enforcement agencies by providing support in offering the use of our outdoor ranges

Look how we...

Maintained and enhanced prison safety and security for the public, staff and inmates

Number of facility improvements completed

The Division of Resource Management (DRM) is comprised of a dynamic group of dedicated DOC employees who pride themselves in being "Excellent Stewards of the Commonwealth's Resources."

Physical Resources include property, buildings and ultimately any projects being conducted on DOC property, especially if these projects involve capital expenses. DRM works closely with the Division of Capital Asset Management (DCAM) for funding of deferred and scheduled maintenance projects, technology upgrades, and physical plant improvements. DRM also works closely with every institution in the state, including the county, in implementing these improvements, and offering technical assistance when they need professional architectural or engineering support.

During 2012, the Division of Resource Management addressed an impressive list of **79** facility improvement projects. Some of the projects included: roof replacements, parking lot paving, UST Tank removal and replacements, emergency generator repairs, and Hayes Report suggested upgrades.

Compliance rate with ACA and TJC standards

ACA

The following achieved reaccreditation by the American Correctional Association (ACA)

Boston Pre Release- 100% mandatory 99.5% non-mandatory
MCI Concord- 100% mandatory 99.31% non-mandatory
Division of Staff Development- 100% mandatory 100% non-mandatory
SBCC- 100% mandatory 99.1% non-mandatory
Pondville- 100% mandatory 100% non-mandatory
Shirley Medium- 100% mandatory 99.8% non-mandatory
Corr Industries - 100% mandatory 100% non-mandatory
MCI Norfolk- 100% mandatory 99.5% non-mandatory
Cedar Junction- 100% mandatory 99.3 non-mandatory

TJC

In 2012, Bridgewater State Hospital achieved re-accreditation with The Joint Commission (TJC)

"The Standards and Accreditation Department of the American Correctional Association (ACA) serves a dual mission of providing services for ACA and the Commission on Accreditation for Corrections (CAC). These services include the development and promulgation of new standards, revision of existing standards, coordination of the accreditation process for all correctional components of the criminal justice system, semi-annual accreditation hearings, technical assistance to correctional agencies, and training for consultants who are involved in the accreditation process."



Goal:

Promote a healing environment for staff and inmates



Highlighted Accomplishments

Distributed a patient survey to look at the use of language line interpreter services and program involvement at Bridgewater State Hospital

Cardinal O'Malley visited facilities where he met and held mass for both inmates and staff

On March 14, 2012, representatives from MCI-Cedar Junction participated in delivering/distributing green carnations to the elderly (Harrington House Senior Retirement Home, and Walpole Senior Center)

On January 26, an organization known as the Cops out Preaching Salvation (police officers from California Police Departments) came and "preached" to 147 inmates at MCI Framingham

The mental health team at North Central Correctional Institution developed and implemented internal clinical case conferences where the team and the inmates were present

UMASS Correctional Health developed a new Cardiovascular Disease Class for inmates

After a staff member's tragic motor vehicle accident, staff raised more than \$4,000 to help with his expenses

In partnership with DOC Military Peer Support Program, "Welcome Home" events were held for staff returning from military duty

The Librarian at Souza Baranowski Correctional Center has received over 1,000 donations during one quarter

A Savior's Day special activity event for Nation of Islam was held at MCI Concord with approximately 150 inmates in attendance which encouraged self-improvement in preparation for reintegration into the community through Spiritual enlightenment

Bridgewater State Hospital held a Fenway Frank day and bake sale to raise money for Hasbro Children's Hospital

Several events for staff took place celebrating Correctional Employee Week in May 2012

Vegetables grown at Massachusetts Alcohol and Substance Abuse Center are being donated back to the community and inmates are able to grow vegetable plants from seeds rather than purchasing plants

MCI Norfolk staff developed a month long schedule of weekly activities to promote health awareness and provide educational opportunities and information events to increase awareness of positive ways to improve physical and mental health for staff and inmates

In April, 2012 the Health Services Unit at MCI Shirley Minimum was expanded thereby providing better health care access for inmates and a better environment for health care staff to work

MCI-Cedar Junction accepted donations for the families of fallen Correctional Officers who passed away unexpectedly

The Employee Assistance Unit continues to provide suicide prevention training to in-service staff.

Over 2400 inmates participate in education and vocational programs on any given day

MCI-Plymouth increased its pre-release count by four (4)

A "Biggest Loser" weight loss program was developed and implemented at MCI Norfolk yielding positive results

The Department has been able to match inmate's classification custody assignment to their actual classification placement 99% of the time

Look how we...

Promoted a healing environment for staff and inmates

Healthy Norfolk

MCI Norfolk is looking a little different these days. It's a little thinner, has a healthier glow and seems to feel better.

In April the facility kicked off a Health Awareness Month event. The goal was to promote physical and mental health for both staff and inmates. A staff committee worked to come up with a calendar of events that focused on health, designed to motivate and make the process fun. They also identified volunteers and community groups who could add flavor to the events.



The focus for the inmate population was a weight management program which kicked off April 4th. Inmates were screened for participation, establishing baselines such as medical clearance, BMI's and vital signs. Participating inmates will have medical oversight for six months as part of the structured event and keep weight loss diaries where they track their progress. In-cell video programs feature health information and fitness films. Beginning April 6th, the inmates' runners club sponsored runners clinics to build skills, logging miles and hosting friendly competitions like the "Get To New York First" walking event with a walking goal of 210 miles.

In the housing units a healthy cook off was coordinated through the Director of Treatment's office. The units teams of two to four inmates, worked together to create healthy dishes. They provided recipes and the nutritional information for each entry.

It's not just the inmates at MCI Norfolk who are walking these days. An eight-week, staff -friendly, "Walking Challenge" competition made up of five person teams can be seen walking around the institution daily with their little green pedometer clipped to their sock, shoe, or pocket. Distances are tracked weekly and incentives are provided for the winning team.

Giving back to the community is a healthy thing to do and it might just taste good, too. A Pizza Lunch Day was held in Culinary on April 19th, with the proceeds going to benefit the Children's Hospital Kid's Cancer Buzz - Off. Superintendent Roden and Lt Robert Lucas have a special place in their hearts not to mention on their heads for these kids. They have been raising money for Children's Hospital and on June 3, 2012 they were at Gillette Stadium shaving their hair off for this worthy cause. They are part of a group which has raised over \$375,000 to benefit the Children's Hospital Kid's Cancer Buzz - Off event.

*(Above article by Sherry Elliot. Taken from Around the Block Volume 8 Issue 4- July 2012)

Meet to Resolve Program

The **Meet to Resolve Program** is the DOC's alternative dispute resolution program. It is a voluntary program available to all employees, contractors, and vendors offered through the Office of Diversity and Equal Opportunity. Based on established and successful dispute resolution programs it can provide a way to resolve workplace disputes more quickly than traditional workplace investigations and litigation. Participants find that a successful conflict resolution addresses existing issues and builds a more productive workplace.

Some Program Benefits Include:

- Minimizes Escalation of Staff Conflicts
- Saves Time, Money and Resources
- Teaches Problem Solving Skills
- Promotes Inclusive Culture
- Builds Productive Workplace Relationships
- Relieves Workplace Stress
- Clarifies Ongoing Issues and Identifies Solutions

Goal:

Collaborate with external stakeholders and partners to develop and implement strategies supporting mutual goals and objectives



Highlighted Accomplishments

A correctional presentation was made by staff from MCI Cedar Junction to the junior and senior classes at New Bedford High School

MCI-Cedar Junction's Recycling Committee entered into collaborative effort with the Boston Pet Adoption Center located in Roslindale who will receive donations of unusable blankets, towels, etc.

In an effort to recycle metal, a partnership was formed with Mid City Scrap Iron & Salvage CO., Inc. located in Bridgewater where monies generated from this effort go directly into the MA Department of Correction Recycling account

The National Education for Assistance Dog Services (NEADS) and American Vet Dog Programs continue to flourish departmentally securing donations from area businesses

Massachusetts Alcohol and Substance Abuse C continues to work collaboratively with Men's Alcohol Treatment Center, Women's Alcohol Treatment Center and Department Public Health on a plan of action for the legislative changes to Chapter 123, Section 35 that became effective July 1, 2012

NPR, CNN and Univision all visited Northeastern Correctional Center and conducted interviews regarding the highly successful Culinary Arts program there

A tour of the Department Disciplinary Unit and Behavior Management Unit were given to Virginia Department of Correction officials in April 2012

The first Female Offender Reentry Forum was organized and hosted by MCI Framingham

The DOC assists local police departments by sending female correctional staff to assist in pat searches of female detainees

The Entrepreneurship 101 Program held a workshop where business owners discussed their businesses and provided the inmates with information on what they look for in their employees when hiring

Executive staff met with the Worcester District Attorney's Office to discuss strategies to combat the rising number of powder incidents via mail

The Massachusetts Sheriff's Association (MSA) and the Executive Office of Public Safety (EOPSS) introduced MIDnet; a tool for locating inmate records across all fourteen counties in the Commonwealth and the Department of Corrections

In 2012, the DOC and the Disability Law Center reached a settlement agreement in which the DOC agreed to maintain two secure treatment units (STUs) as alternatives to disciplinary segregation for inmates with SMI and to formalize a process for mental health to provide consultation into the disciplinary process for inmates with specific mental health needs

The DOC entered into a Memorandum of Understanding (MOU) with the Volunteers of America to provide a mentor program for inmates releasing to the Suffolk County area

The DOC has partnered with the Worcester Initiative for Supported Reentry (WISR), a partnership-based community reentry program focused on reducing prison recidivism rates

In 2012, an MOU was executed between the Department and Social Security Administration to establish a process for offenders to secure a replacement social security card prior to release

Through the efforts of a multidisciplinary, multi-agency task force (which included the Department of Public Health and UMass Correctional Health), guidelines for the treatment of Hepatitis C were developed

Look how we...

Collaborated with external stakeholders and partners to develop and implement strategies supporting mutual goals and objectives

Second Chance Toys – Toy Drive

Department of Correction employees at Central Headquarters in Milford, in conjunction with the National Guard, recently collected over 80 toys for homeless children as part of an effort for Second Chance Toys, whose mission is to keep plastic toys out of landfills and distribute them to children in need. Second Chance Toys is a 501(c)3 non-profit organization, founded in 2006 by environmentalist Sasha Lipton, a New Jersey native who was only 17 years old at that time.



This collection of toys was donated to the Horizons for Homeless Children whose 54 offices around Massachusetts need toys for their Playspace Programs. The Playspace Program, founded in 1990, allows more than 2,200 children who are living in Massachusetts shelters to engage each week in “fun, educational play so they can grow and develop, as all children should,” according to Horizons for Homeless Children. This is a win-win situation for the earth as well as for the children, as these efforts help to keep non-biodegradable plastics, which can take up to 50 years to disintegrate, out of our landfills.

DOC Commissioner Luis S. Spencer along with Brigadier General Gary W. Keefe of the National Guard were on hand to present the toy collection to Amy Whitehead-Pleaux, the Playspace Programs Regional Director at Horizons for Homeless Children.

*(Above article by Collette Blais. Taken from Around the Block Vol 8 Issue 6- November 2012)



Assistant Deputy Commissioner Michael Grant, Boston Police Deputy Superintendent Nora Baston and Department of Correction Commissioner Luis S. Spencer stopped for a quick picture while enjoying the festivities at National Night Out 2012.

National Night Out 2012

National Night Out is an annual event designed to strengthen neighborhood spirit and police/community partnerships.



Operation Rodeo

The results of a massive law enforcement initiative called Operation Rodeo, which targeted a multi-million dollar cocaine trafficking syndicate in the city, was announced in July, 2012 at the headquarters of the FBI's Boston field offices.

Among those participating in the announcement was Suffolk District Attorney Daniel F. Conley, Boston Police Commissioner Edward Davis, Boston FBI Special Agent in Charge Richard DesLauriers, acting Special Agent in Charge Kevin Lane of the Drug Enforcement Administration's New England offices and Department of Correction Commissioner Luis Spencer.

The reputed kingpin of a Jamaica Plain gang police say had international ties to Mexico and the Dominican Republic ran a multimillion-dollar cocaine ring right from prison, where he moved hundreds of pounds of the drug using the MCI-Concord phones. The wiretapped phone calls were the key in dismantling the drug ring.

Goal:

Improve business administrative performances



North Central Correction Institution implemented the staff access pass system in January 2012 to empower staff members to address the needs of their inmate population at the lowest level possible

Housing units at Old Colony Correctional Center were re-configured to better manage and monitor the population

A new visitor search and processing room was completed at MCI Concord to address delays in the processing of visits

Shift bids at Lemuel Shattuck Hospital have been realigned to better utilize staff and reduce overtime

In June 2012, MCI-Cedar Junction and Pondville merged the processing of outside mail operations

The Office of Investigative services, with the aid of Massachusetts Correctional Industries, created new evidence and drug logs for all facilities

A training curriculum was developed and presented to all Superintendent's and Deputy Superintendent's on American Correctional Association (ACA) which included audit preparedness, annual reporting to ACA, outcome measures, relation to DOC policies, folder step up, documentation and review

Pharmacy administrative costs were reduced by implementing the online pharmacy ordering process, Web RX

The inmate Test of Adult Basic Education testing was moved from Reception Center to the inmate's first classified facility to improve inmate participation and efficacy of the test

An improved tracking and monitoring system was developed to track vehicle accidents involving DOC vehicles

The department-wide recycling rate increased .07% from 46.15% in FY 2011 to an average rate of 46.22% in FY 2012

DOC worked with Office of Technology and Information Services to migrate from Websense to Web Gateway, the new Internet access and monitoring tool which was one of the steps to centralizing IT resources for cost savings

Tamper-proof plastic evidence bags to be used for drug evidence sent to the State Police Crime Lab were provided to all facilities

The Sex Offender Registry Board and some House of Correction staff were given access to our technology systems to enhance business processes

Incorporating recommendations from the MGT of America report, The DOC issued a request for response for the delivery of comprehensive medical and mental health services for the inmate population with specific modifications designed to increase cost savings through improved transparency, accountability and leveraging of vendor management expertise with a contract awarded in March 2013

The DOC policy governing Mental Health Services was completely revised and enhanced to include all provisions incorporated in the Disability Law Center Settlement Agreement and to formally include all recommendations set forth in the 2011 Hayes Report

MassCor drivers have been issued a hands free Bluetooth headset to ensure compliance to safety regulations

Telehealth services were expanded to include endocrinology, urology and co-infection, as well as hematology/oncology services

Improved business administrative performances

Prompt Payment Discount

The Prompt Payment Discount policy is issued jointly by the Office of the Comptroller (CTR) and the Operational Services Division (OSD). The policy is designed to maximize the savings to the Commonwealth by requiring that contract vendors offer a discount for accelerated payment of their invoices (unless they claim a hardship). If the payments are made within a certain time frame as dictated by the contract, the MMARS accounting system automatically takes the discount. The discounts we take are hard dollar savings retained by the Department and can then be used for another purpose. For calendar year 2012, the Department of Correction took a total of \$366,948.97 in prompt payment discounts.

Oil use reduction

In a recently completed two-year demonstration project, MCI Plymouth, Dorm C was able to reduce its oil use by over 30%. In turn, DOC bought The Burner Booster system that allowed it to reduce oil use, cut costs, and reduce emission of greenhouse gases by 21%-70% depending on the gas being measured. By buying the system, DOC and the Commonwealth have made a strong statement in efforts to reduce costs and strengthen their commitment to the environment. Because The Burner Booster was invented and is manufactured in Holliston, Mass, DOC's action also helps the company to grow and eventually hire more workers.

Video Conferencing

Video-conferencing allows an inmate to take part in a court proceeding without having to leave the secure confines of a correctional facility. The inmate can see and hear the proceedings through a television monitor. Likewise, the court can see and hear communications from the facility. The use of video-conferencing reduces court and transportation costs while increasing public safety. Increasing the use of video-conferencing means fewer inmates are leaving the correctional facility. The use of video conferencing was significantly increased in 2012 largely due to the Crime Lab incident necessitating immediate court hearing for identified cases.

Video Conferences 2010	340
Video Conferences 2011	953
Video Conferences 2012	1799

The Massachusetts Department of Correction has gone AQUA for PBMS.

The Performance-Based Measures System (PBMS) is a nationwide automated information system developed by the Association of State Correctional Administrators (ASCA) Performance Measures Committee (PMC) to translate the missions and goals of correctional agencies into a set of uniform measurable outcomes. When ASCA agencies participate in PBMS by collecting and sharing measurement data, they gain a clear sense of how well their facilities and agencies are meeting correctional responsibilities, or "standards," and how their performance compares with other participants. Data is collected monthly from all facilities and many divisions.

Levels of participation are color coded by ASCA. Being **AQUA** means that the Massachusetts Department of Correction contributes all required characteristics and at least 75% of the Key Indicators. The next and highest level is Blue.

Goal:

Achieve work force excellence



MCI Cedar Junction was recognized by the Walpole Times in an article entitled "Walpole Prison Goes Green"

The Culinary Arts Instructor at MCI Framingham was recognized as he continues to prepare more meals and take in more revenue than any other Culinary Arts program

The North Central Correctional Institution Librarian was recognized by the board of Library Commissioners due to her grant project, Reaching Out Through Reading: Inmate fathers Read to their Children, being selected as an exemplary project. This information was reported to the Institute of Library and Museum Services in Washington D.C.

Old Colony Correctional Center trained 35 Field Training Officers to provide leadership and mentoring to new staff

The Maintenance Department at Baystate Correctional Center developed and implemented an innovative solution that utilizes ground water to water inmate gardens, thus reducing the facilities water usage by thousands of gallons while still maintaining the garden program

The Education staff at MCI Concord had a positive impact on the GED participants which resulted in a 94% GED pass rate for June 2012 graduation

MCI Cedar Junction's Recycling Committee was selected as one of the recipients of the Commonwealth's Citation for Outstanding Performance

The Deputies at MCI Shirley attended a Department of Mental Health sponsored conference at Fitchburg State College regarding mental health treatment for Veteran inmates

Six staff members from Northeastern Correctional Center were awarded the Medal of Valor at a ceremony at the State House on June 1, 2012 for their actions in November of 2011 when they were able to prevent an inmate from committing suicide

Six department managers attended the Commonwealth Management Certificate Program (CMCP) which provides managers the opportunity to develop and enhance the skills needed to achieve goals and lead staff to success now and into the future

Eight department managers attended the Commonwealth Supervisor Certificate Program (CSCP) which provides managers the opportunity to develop and enhance the skills to lead with confidence, positively affect morale and guide staff to achieve mission critical goals

Executive Coaching Program: "Leader as Coach" The Department of Correction (DOC) has initiated efforts focused on succession planning to ensure that excellent leadership is available to successfully accomplish the DOC mission for years to come. In order to fully support succession planning, a specialized training program has been designed to build a cadre of diversified executive coaches to support the development of DOC leaders' coaching abilities in a way that is directly relevant to their role in the organization in order to maximize individual performance and organization results. The first phase of this specialized program was facilitated to 26 staff

The Central Transportation Unit staff reduced the amount of time a vehicle is off line for repair from 30 days to 5 days

The Internal Affairs Unit reduced the amount of time it took to complete Category II investigations by 50%

In preparation of the opening of a new Intensive Treatment Unit for female offenders, a team-building training event was coordinated at Camp Edwards' military installation. A multi-disciplinary cross-section of staff completed the camp's one-day Leadership Reaction Course

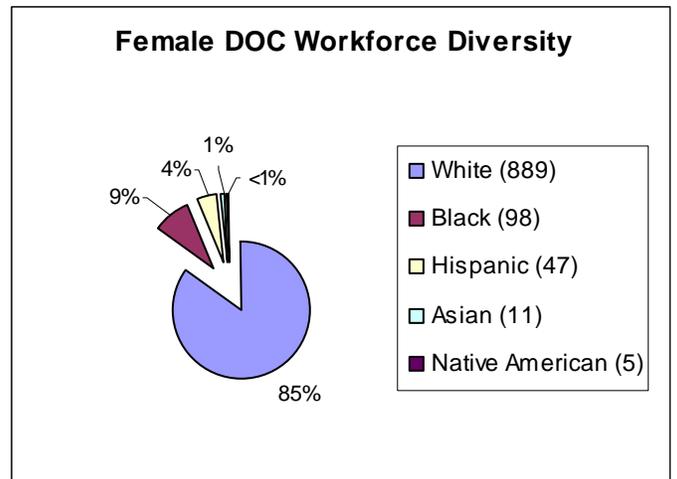
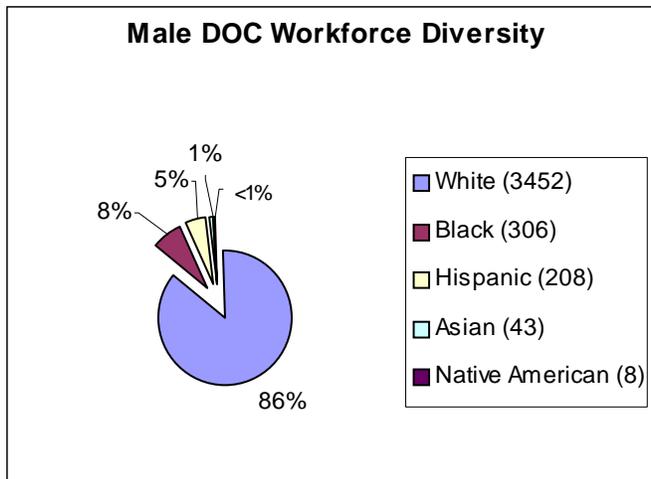
Collaboration between the DOC and the Massachusetts Parole Board (PB) has strengthened; the DOC and PB engage in open dialogue regarding parole votes and the first interagency Leadership, Management, Accountability and Performance (LMAP) was conducted between these two agencies. As a result of this successful LMAP, a checklist has been created outlining the duties of the Institution Parole Officer and the Correctional Program Officer regarding parole hearings

Look how we...

Achieved work force excellence

Job Shadow Program

This program is designed to provide college and high school students an opportunity for hands on experience and to spend a work day within the Commonwealth of Massachusetts's institutions and Divisions. In a unique twist to the is highly successful program, the Commissioner sought to have DOC staff who are members of the Commissioners Diversity and Advisory Council to Job Shadow him and his direct reports. Sixteen staff participated in the Job Shadow experience. Evaluations were conducted where **92%** of the participants reported that the overall experience was effective in its delivery and supported learning.



***taken from the Office of Diversity and Equal Opportunity Quarterly Report 9/23/12 to 12/29/12

Department Training Hours Summary for Training Year 2012 (July 1, 2011 through July 30, 2012)

Position Category	Min Trn Hrs	Number of Employees	Total Hours	Average Hours	Number of Employees Compliant**	Percentage Employees Compliant
Administrative/Managerial	40	224	15,774.14	70.4	194	87%
Correction Officers	40	3731	341,962.35	91.7	3561	95%
Professional Specialist	40	422	35,477.00	84.1	397	94%
Support (Inmate Contact)	40	319	21997.50	68.96	262	82%
Clerical/Support	16	547	12,627.30	23.1	338	62%
Total		5243	427,838.29	81.6	4752	91%

Goal:

Enhance communications both internally and externally by introducing new and enhancing existing communication initiatives

Highlighted Accomplishments

The Green Technology program was videotaped for the DOC website and the Concord Journal also did a story on this program.

The Policy development and Compliance Unit developed a newsletter called "The Standard" which will inform staff about common assessment issues, frequently misinterpreted standards, upcoming schedules, best practices and policy with "test your knowledge" questions

Superintendent of Boston Pre-Release Center and Director of Outreach and Engagement met with the Dorchester Reentry Group at Madison Park Development Corporation to continue discussions relative to inmate reentry

The DOC added a Facebook page with over 300 "Likes" with a potential outreach of more than 100,000 friends of fans who have liked the page.

The DOC broadened the partnership with the Massachusetts Hospital School by expanding our volunteer pool and spearheading special events for students as well as clean-up efforts around the school

The Public Affairs office responds to over 1,000 media inquiries a year, ranging from the local weekly to major dailies and broadcast media to national media. Media with daily, and sometimes hourly, deadlines, look to the DOC for comment on policies and procedures, responses to public records requests or cooperation in the development of news and feature stories

Housing Search Specialists

The Housing Search Specialist model was developed in December 2009 to build on existing community based partnerships and to strengthen our reentry continuum. The role of the Housing Search Specialist is to divert shelter placements for inmates who are at risk for homelessness by making appropriate referrals to community based housing programs. Recognizing the importance of this role to the Department's Mission and Strategic Plan, Housing Search Specialists Certification training was developed. This five day certification program provides newly assigned Housing Search Specialist training on the unique skills required to successfully place inmates at risk of homelessness into housing programs after release. All Housing Search Specialists have access to the Housing Resource Search Application which is an easily accessible, searchable data base that includes over 200 residential programs.

Housing Search Specialists regularly visit community housing programs and attend quarterly meetings to share best practices, problem solve and develop strategies to build on relationships with community based service providers. Over the last four years the Housing Search Specialist Model continues to be an effective and integral component of the department's reentry continuum.

		Housing Placements											
Month	Total Number of Releases	Apartment, House, or Rooming House		Medical or Mental Health Facility		Hotel or Motel		Placed in Residential Treatment or Sober Home		Placed in Shelter		Release Address was not obtained	
Jul-12	192	145	76%	1	1%	0	0%	34	18%	8	4%	4	2%
Aug-12	225	183	81%	3	1%	1	0%	21	9%	14	6%	3	1%
Sep-12	203	146	72%	1	0%	2	1%	33	16%	13	6%	7	3%
Oct-12	398	308	77%	2	1%	0	0%	53	13%	15	4%	18	5%
Nov-12	240	184	77%	2	1%	1	0%	32	13%	11	5%	4	2%
Dec-12	194	149	77%	1	1%	0	0%	29	15%	11	6%	4	2%

Look how we....

Enhanced communications both internally and externally by introducing new and enhancing existing communication initiatives

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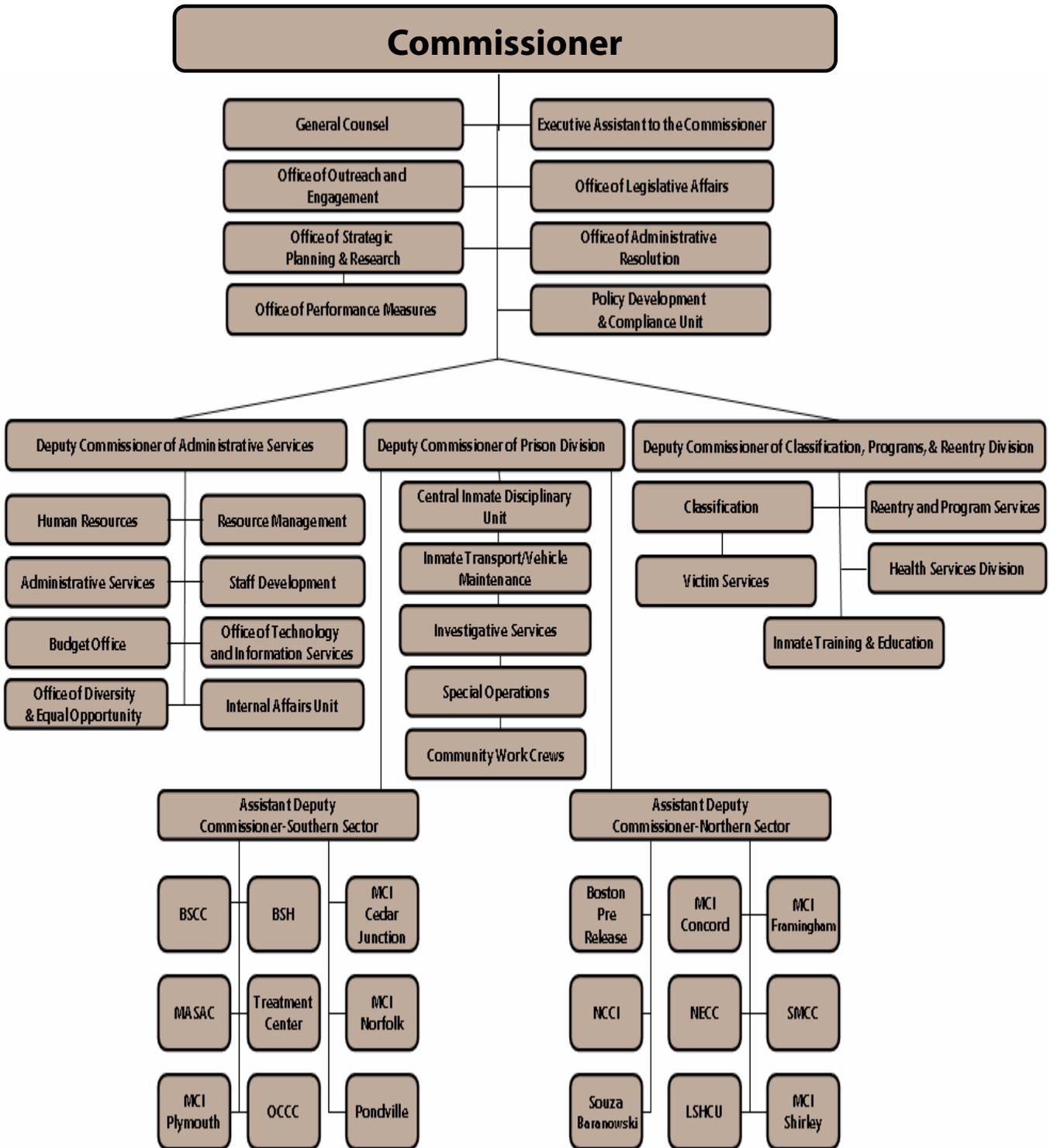
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Want to know what the DOC is up to? 

DOC Organization Chart (abbreviated)



Office of the Commissioner

The Commissioner's Office is supported by the General Counsel and Legal Division, Office of Outreach and Engagement, Office of Legislative Affairs, Office of Administrative Resolution, Office of Strategic Planning and Research as well as the Policy Development and Compliance Unit.

Office of the Deputy Commissioner - Administration

The Deputy Commissioner of Administration has direct oversight of the following areas: Division of Human Resources, Resource Management, Administrative Services, Staff Development, Budget Office, Office of Diversity & Equal Opportunity, Office of Technology and Information Services, and the Internal Affairs Unit.

Office of the Deputy Commissioner- Prison Division

The Deputy Commissioner of Prisons has direct oversight of the following areas: Assistant Deputy Commissioners, Central Inmate Discipline Unit, Inmate Transportation, Investigative Services, Special Operations, Community Work Crews and the operations of all facilities.

Office of the Deputy Commissioner - Classification, Programs & Reentry

The Deputy Commissioner of Classification, Programs and Reentry has direct oversight of the following areas: Health Services, Division of Inmate Training & Education, Classification Division, Reentry and Program Services Division and Victim Services (through the Assistant Deputy Commissioner of Classification).



Working for a safer tomorrow every day!

Massachusetts Correctional Industries (MASSCOR)

The mission of Correctional Industries is to instill a positive work ethic in offenders by providing training and skills for a successful reentry into the community through work opportunities, while ensuring the highest level of customer service by providing a quality product at a competitive price. Through work assignments offenders develop occupational skills and discipline that enhances successful reintegration. Current certification programs and upcoming certifications are made available to all eligible incarcerated individuals. Correctional Industries employs over 500 offenders at nine institutions along with our Central Headquarters.

The current workforce has expanded by over 11% since 2008 due to the installation of state of the art equipment and expansion of existing shops. The goal is to employ the maximum number of offenders consistent with effective use of program capital.

Location	Inmate Workers
NCCI Gardner	94
MCI Shirley Medium	53
Souza-Baranowski Correctional Center	8
MCI Framingham	27
MCI Norfolk	221
Baystate Correctional Center	5
MCI Cedar Junction	37
Old Colony Correctional Center	31
Mass. Treatment Center	23
Pondville Correctional Center	4
Grand Totals	503

With acquired on the job training and work ethics gained through Correctional Industries, released offenders have a greater chance of being gainfully employed and succeeding after their release. Revenues for year-end total \$ 11,616,306.45 which allows MassCor to continue efforts for reinvestment in equipment and expansion of available offender worker opportunities.

Braille Production Shop at Bay State Correctional Center:

The offenders assigned to the Braille Production Shop transcribe printed books and other documents into Braille. The offenders use computers and Braille transcription programs.

MassCor Auto Plate Shop at MCI Cedar Junction:

Cedar Junction is home to the Auto Plate Shop where offenders produce the license plate requirements set forth by the Registry of Motor Vehicles.

MassCor Flag/Embroidery Shop at MCI Framingham:

This operation currently manufactures United States, Commonwealth of Massachusetts, POW/MIA, and Custom Flags, Laundry Bags and Belt Pouches. The offenders learn valuable skills that are related to the various employment opportunities in the sewing industry within the state. Our Embroidery Shop embroiders caps, jackets, tee shirts and many other items.

MassCor Industries at MCI Norfolk:

The largest operation, Norfolk has offenders working in a wide range of manufacturing settings within six separate shops. This operation houses a Clothing Shop where fabric is cut from rolls and sewn to create garments used in a number of areas throughout the Commonwealth as well as offender blankets utilized throughout the DOC; a combination Mattress/Upholstery Shop that produces a variety of mattresses for use in a number of environments; the Upholstery Shop provides quality upholstering of sofas, chairs, and other furniture as well as a furniture assembly operation for various furniture items from a number of outstanding furniture manufacturers; a Janitorial Shop has a complete line of cleaning products available; a Metal Shop is able to supply custom fabricated metal cell furniture to provided specifications; a Binder Shop produces vinyl binders in a number of sizes and styles.

MassCor Sewing Shop at MCI Shirley:

This site houses a sewing operation that manufactures sheets, towels, and socks. The offenders learn valuable skills for various employment opportunities in the sewing industry within the state.

MassCor Optical Shop at NCCI Gardner:

The Optical Shop is a full scale eyewear laboratory providing services to many providers throughout Massachusetts. The offenders working at this site grind, polish, and assemble eyeglasses for a number of customers. The Industrial Instructors at NCCI Gardner facilitate the process of testing offenders working in the Optical Shop to gain a certification from the American Board of Optometry, a nationally recognized organization. The test is designed to assess the competency in the optical field and their overall knowledge. The individual taking this exam will obtain a certification from the American Board of Opticianry (ABO). This, in turn, will allow the offender to show qualifications and a work history to potential employers. These efforts enhance an offender's employability upon release.

MassCor Print Shop at Old Colony Correctional Center:

Printing is the trade being taught at our full scale, state-of-the-art Printing Plant. Offenders working in the print shop are able to use the latest technology to produce a quality product and gain valuable skills which are easily transferable to private industry. Products offered vary from letterhead to forms to city and town reports. There is also a Validation Shop that produces Registry of Motor Vehicle stickers and decals.

MassCor Furniture Shop at Souza Baranowski Correctional Center:

The Furniture Shop at SBCC has offenders working in a complete wood manufacturing plant. These workers are trained on state of the art woodworking equipment to produce an extensive product line of furniture. Lumber is transformed into quality furniture exposing the workers to a trade that is in high demand in the Commonwealth.

MassCor Silkscreen Shop at Massachusetts Treatment Center:

Offenders work in a Sign Shop that is capable of manufacturing standard street signs that can be used on just about every street corner in the state. MassCor's Silk Screen Shop manufactures high quality custom decals and silk-screened clothing.

MassCor Headquarters:

MassCor's Central Office assigns offenders from Pondville to perform varied tasks such as clerical, janitorial, and warehouse work where they are forklift certified to load and unload the trucks transporting MassCor goods.

2012 DOC Major Developments

Civil Commitments

Massachusetts General Laws Chapter 123, section 35 permits the courts to involuntarily commit someone whose alcohol or drug use puts themselves or others at risk. Under the law, the person can be committed to a licensed treatment facility or, if none is available, to the Massachusetts Alcohol and Substance Abuse Center (MASAC) for men or MCI-Framingham for women.

On July 1, 2012, the length of the civil commitment was increased from a maximum of 30 days to a maximum of 90 days. This increase in the length of commitment had a profound impact on bed space, medical and mental health services, reentry services, resources and staffing.

Massachusetts DOC 2012 Alcohol and Substance Abuse Civil Commitment Admissions

Institution	Female	Male	Total
Massachusetts Alcohol and Substance Abuse Center	0	1,679	1,679
MCI-Framingham	367	0	367

Sentence Reform - Chapter 192 of the Acts of 2012

On August 2, 2012, Governor Patrick signed Chapter 192 of the Acts of 2012. This new law increased inmate's eligibility for earned good time credit for participating in approved educational, treatment and work activities from 2.5 days to 5 days per activity, up to a monthly maximum that has been increased from 7.5 days to 10 days. Chapter 192 also provides that 10 additional days of earned good time credit may be granted for long-term programs/activities that are at least six months in duration, and provided that the inmate has demonstrated a sufficient level of competency in the program/activity material.

The habitual law was amended and now creates two separate categories of these types of offenders: "Habitual Criminals" and "Habitual Offenders." In essence, the Habitual Criminal remains the same with the exception of parole eligibility increasing from one-half the maximum sentence to two-thirds of the maximum sentence. Habitual Offenders is a new statute, and applies to persons convicted of one (1) of the forty-one (41) enumerated offenses as their third felony conviction, with the two previous felony convictions also from the forty-one (41) enumerated offenses. Any new sentence under this section must run consecutively, not concurrently, to any sentence then being served, provided that the offender is incarcerated at a state prison or state correctional facility and furthermore habitual offenders under section 41 are not eligible for parole, work release, furlough, or earning deductions from their sentence for good conduct.

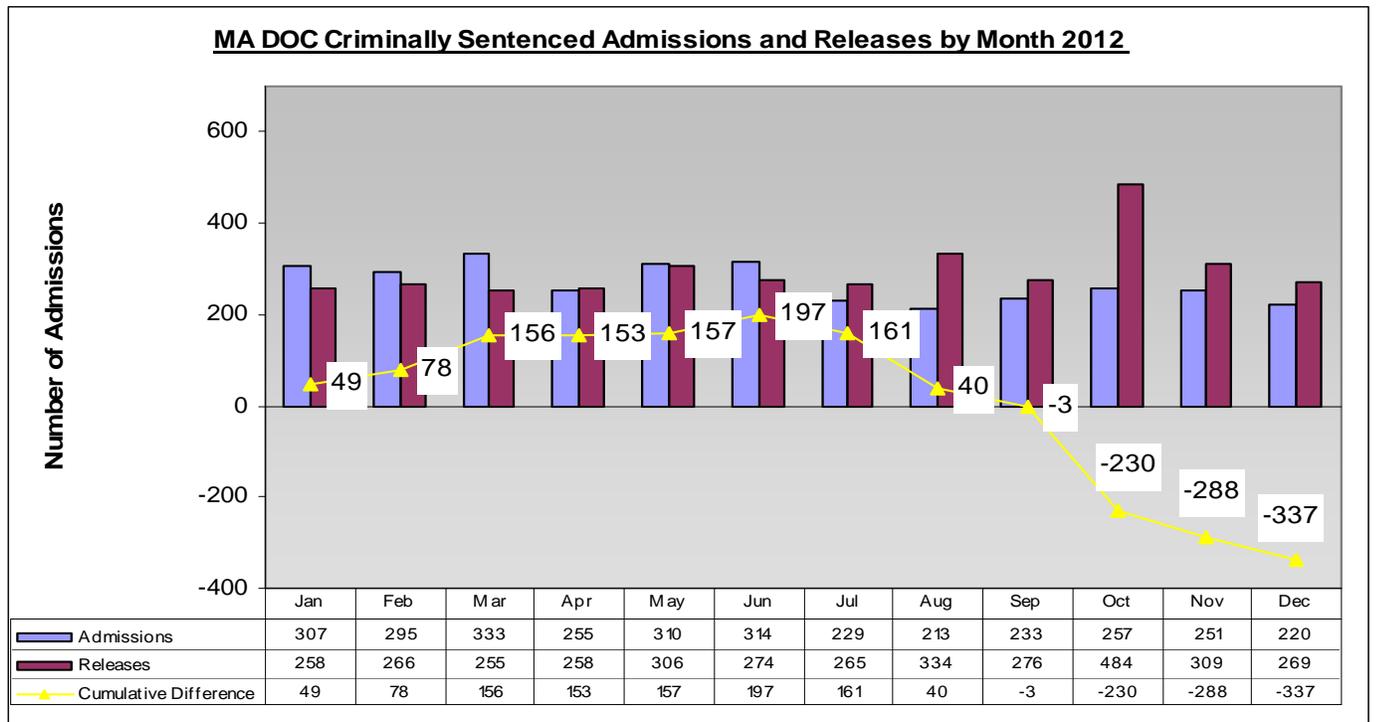
Subsequent to the passing of this new law, the Office of Technology and Information Services (OTIS) conducted a query to identify all inmates in our custody that had Chapter 94C as part of their sentence structure; this query yielded one-thousand-eight-hundred-twenty-four inmates. The list was provided to the Central Date Computation Unit (CDCU) and a comprehensive review was conducted on each case, by order of earliest release date. Thirty-nine (39) inmates were released immediately and three hundred sixty nine (369) were found to be affected with either a future release date or parole. Significant changes to the Inmate Management System (IMS) are needed to support this new law.

Crime Lab Closing

In August, 2012, a chemist at a state drug laboratory in Jamaica Plain allegedly violated procedures in the handling of evidence in estimated thousands of drug cases. The State Police were directed by the governor to close the laboratory down while District Attorneys across Massachusetts began work immediately to review their cases to see if the chemist was involved and to assess any chances of improper convictions.

The Massachusetts Department of Correction immediately began its work by partnering with the Massachusetts Trial Court to identify affected inmates, schedule court hearings, either in person or via video conferencing, and coordinate the discharge planning process for inmates under extremely tight time frames. In keeping with our mission, promoting successful re-entry into the community remained a priority. In doing so, the Department of Correction partnered with the Boston Police Department, the Office of Probation and various community based service providers to facilitate reentry orientation panels. The goal of the reentry orientation panel is to enhance public safety by meeting with releasing inmates prior to release to provide them with support and critical linkages to community based organizations.

Nearly 700 inmates were identified as having some relationship to the crime lab incident. In 2012, there were 378 court/video hearings and 262 court releases relating to the crime lab incident.



Inmate Escapes and Apprehensions

May 2012 an inmate escaped from his work release assignment in the community by not returning to the institution at the designated time. He was apprehended the **SAME DAY** by the Massachusetts Department of Correction Fugitive Apprehension Unit.

July, 2012 an inmate, who was housed in a contracted pre-release facility, failed to report to his community work assignment and was subsequently declared escaped. He was apprehended and arrested by the Department of correction Fugitive Apprehension Unit **WITHIN 24 HOURS**.

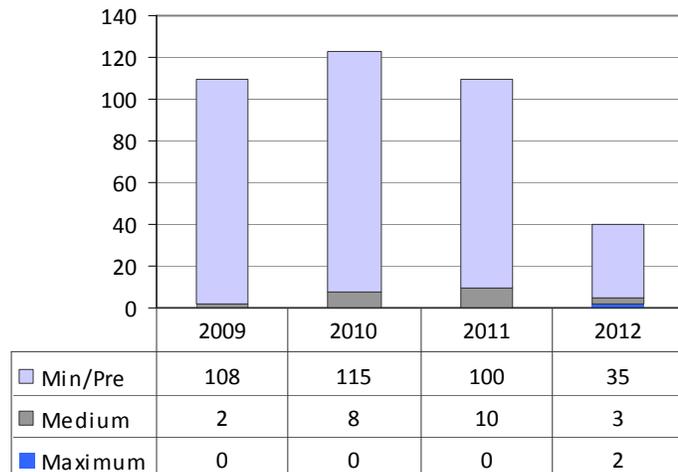
November, 2012 an inmate walked away from an authorized work crew. Through the diligence of correctional staff, he was apprehended by the Department of Correction Fugitive Apprehension Unit **WITHIN 5 HOURS** of the escape.

December, 2012 an inmate escaped from work release. **WITHIN 2 HOURS**, the Department of Correction Fugitive Apprehension Unit reported his apprehension.

Contraband Cell Phones

Correctional agencies throughout the country continue to combat the growing issue of contraband cell phones in prisons. The use of cell phones jeopardizes the safety and security of staff and inmates. In some instances, their use by inmates has been to carry out criminal enterprises. Cell phones can be used to plan or facilitate an escape. Cell phones provide incentives for visitors and staff to become part of an illegal trade as these devices are valued between \$300 - \$1,000. The Massachusetts Department of Correction strives to address this problem through a Cell Phone Interdiction Plan which incorporates strategies in the areas of: prevention, intelligence gathering, searches and detection, canine intervention and technology. Through the implementation of our Cell Phone Interdiction Plan, we have significantly reduced the number of cell phones introduced into our facilities by 64% from 2011 to 2012.

2009-2012 Total Number of Cell Phones Found



MCI Framingham Celebrates 135th Birthday

On November 7, 2012, Secretary of Public Safety and Security Mary Elizabeth Heffernan, DOC Commissioner Luis S. Spencer, former superintendents, retirees and current staff all gathered to celebrate MCI Framingham's 135th year of operation. They were joined by actress Libby Franc who, in character as former Superintendent Miriam Van Waters, charmed the gym-filled audience with stories of her tenure from 1932 to 1957.

Former superintendents Joyce Murphy, Barbara Young, Katherine Chmiel, Kathleen Dennehy, and Barbara Guarino shared memories of their tenure in a heart-felt video presentation produced by David Fauteux. Dave also spent hours going through old photos, books and records to develop a video history of our institution.



Quick-witted Master of Ceremonies, Jeffrey Jablonski, did an outstanding job capturing the essence of this special day. Some great artifacts were found and refurbished by our Maintenance Department, including a sewing machine, sock maker, curling irons and an iron bed. A luncheon prepared by Chef Michael Travers and his Culinary Arts students was enjoyed by all.

The day culminated with the rededication of an 1877 bell to honor all of the men and women who have served at MCI Framingham, the oldest operating women's prison in the country.

Employee Assistance Services Unit (EASU) Resource Awareness Program (RAP)

The goal of the Resource Awareness Program is to increase knowledge of the EASU and to make new employees aware of the resources available to them and their families. Mandatory EASU counseling sessions for each new recruit was established by having a one-on-one meeting with all new recruits while in the academy. The second one-on-one followup call conducted was prior to the end of their 9month probationary period and the third followup was at the end of their first year of employment. The first counseling session was scheduled for a maximum of 15 minutes per recruit and consisted of an overview the EASU, services offered, confidentiality practices, signs and symptoms of correctional stress, and any current concerns. Any information gathered during their one-on-one is held with the utmost confidentiality unless an employee has reported one of the following situations; child, elder, disable abuse, or suicidal/ homicidal disclosed.

During 2011, 276 recruits and in 2012, 313 recruits went though the program for a total of 592 recruits to date. This program has demonstrated that new employees have a resource that is readily available with the utmost confidentiality. Our goal of this program is to continue to educate staff of resources available for any stress related issues that may occur during their correctional career. An EASU overview is conducted by the EASU Program Director in support of this initiative during Family Night at the Academy during the Recruit Training Program.

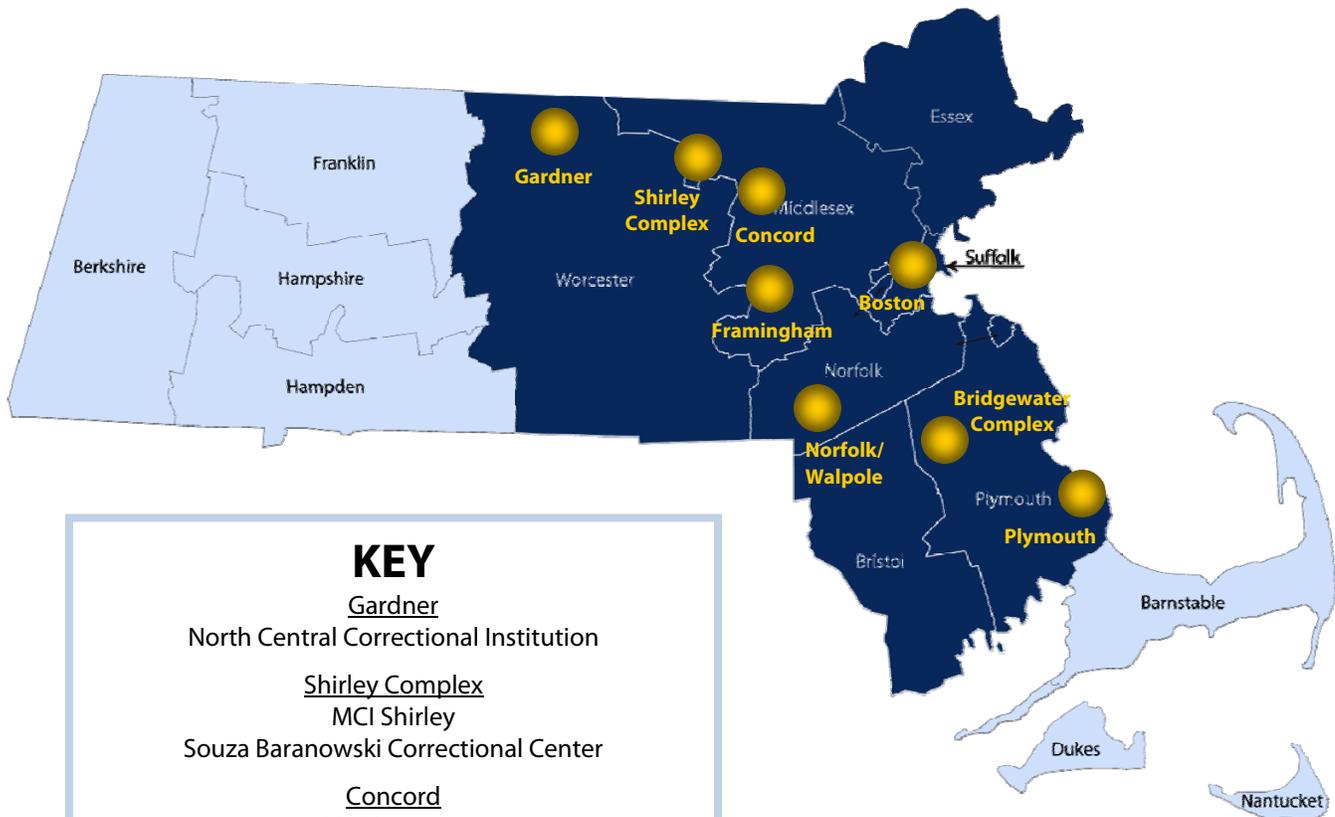
Homecoming Ceremonies 2012

The objective of the Welcome Home Ceremony is to create a welcoming environment, supportive atmosphere and a smooth transition back to the workplace for returning military service members.

The Massachusetts Department of Correction and the Military Peer Support Program recognizes returning service member's for their dedicated service during their deployment. The MPSP co-facilitates Welcome Home presentations at the returning veterans facility. The returning veteran is recognized by his facility for his personal sacrifice by awarding him a DOC Challenge Coin and a "Thank you for your Military Service" certificate signed by the Commissioner and the facility Superintendent.

Date	Name	Facility
April 2012	CO Armand Lafleche, CO Benjamin Merced, and CO Shawn Mercier	SBCC
	CO II William Wolski	NCCI
	CPO C Keith Donahue	PCC
	CO Gregory Zieroff	MCI-S
	CO Daniel Pelletier	MCI-CJ
May 2012	CO Robert Boucher and CO John Fitzpatrick	MCI-CJ
	CO Erik Darisse	MCI-F
June 2012	Mental Health Worker Carlos Depina	BSH
	CO James Maltais and CO Robert Johnson	MCI-N
	CPO A/B Martin Bottari	SMCC
	CO Brian Barthel	SBCC
July 2012	CO James Cannone	BSH
October 2012	CO Joshua Otero and CO Eric Mello	MCI-CJ
August 2012	CO James Scanlan	MCI-N
	CO Joseph Carruthers	OCCC
	CO Richard Begin	MCI-C
September 2012	CO Justin Gardell	MCI-S
August 2012	Capt. David Brien, CO Scott Collins, and CO Christopher Santos	OCCC
December 2012	CO Jeremy Drew	MCI-CJ

Map of DOC Facility Locations



KEY

Gardner

North Central Correctional Institution

Shirley Complex

MCI Shirley

Souza Baranowski Correctional Center

Concord

MCI Concord

Northeastern Correctional Center

Boston

Boston Prerelease Center

Lemuel Shattuck Hospital Correctional Unit

Framingham

MCI Framingham

South Middlesex Correctional Center

Norfolk/Walpole

MCI Norfolk

Pondville Correctional Center

Bay State Correctional Center

MCI Cedar Junction

Bridgewater Complex

Old Colony Correctional Center

Massachusetts Alcohol and Substance Abuse Center

Bridgewater State Hospital

Massachusetts Treatment Center

Plymouth

MCI Plymouth

DOC Facility Security Levels

Maximum Security

At this level the perimeter provides secure external and internal control and supervision of offenders. The perimeter and internal procedures are designed and staffed to prevent escapes, the introduction of contraband, and the ability to house offenders who may pose a threat to others or the orderly running of the facility. Supervision is constant through the use of high security and technologically advanced perimeters as well as extensive use of physical barriers and checkpoints. Offenders placed in Maximum Security have demonstrated a need for external and internal control and supervision. Education, programs, work assignments and treatment opportunities are available for offenders both in cell and out of cell under constant supervision.

Medium Security

At this security level the perimeter and physical barriers control offender movement and interaction. The design is characterized by high security perimeters and use of internal barriers. Internal procedures are designed to restore some degree of responsibility and control to the offender. Offenders placed in medium security have demonstrated an ability to abide by rules and regulations and are supervised indirectly. Education, programs, work assignments and treatment opportunities are available for offenders, out of cell with intermittent supervision.

Minimum Security

At this security level the perimeter may be marked by non-secure boundaries. Offender movement and interactions are controlled by rules and regulations. In preparation for reentry, a greater degree of responsibility and autonomy is restored to the offender while still providing for supervision and monitoring of behavior and activity. Offenders at this security level do not present a significant risk to the safety of staff, other offenders or the public. Program participation is geared toward the offender's potential reintegration into the community. Access to the community is limited, with constant, direct staff supervision.

Pre Release / Contracted Residential Placement

The perimeter is marked by non-secure boundaries. Physical barriers to inmate movement and interaction are either non-secure or non-existent. Inmate movements and interactions are controlled by rules and regulations only. Inmates may leave the institution daily for work and/or education in the community. Supervision while on the grounds of the facility is intermittent. While in the community, supervision is occasional, although indirect supervision (e.g. contact with employer) may be more frequent. Inmates must be within 18 months of parole eligibility or release, and not barred by sentencing restrictions from either placement in a pre-release facility or participation in work, education or other community based programs and activities.

DOC Facility Descriptions



Bay State Correctional Center (BSCC)

Norfolk, MA

Security Level: Medium
Initial ACA Accreditation: 1993
Opened: 1977 - Renovated: 1987 (New Building) - Expanded: 1990, 1995, 2006
Annual Cost per Offender (FY 2012): \$42,075
January 1, 2013 Facility Population: 327

- Average Daily Population (ADP): 325
- Design Capacity: 266
- ADP % Design Occupancy: 122%
- Operational Capacity: 332

BSCC is a facility housing criminally sentenced males. A mission change in 1991 converted the facility from a minimum security to a medium security institution. BSCC is the smallest medium security institution and is wheelchair accessible.



Boston Pre-Release Center (BPRC)

Roslindale, MA

Security Level: Minimum & Pre-Release
Initial ACA Accreditation: 2000
Opened: 1972 - Renovated: 2003 (New Building)
Annual Cost per Offender (FY 2012): \$40,467
January 1, 2013 Facility Population: 169

- Average Daily Population (ADP): 188
- Design Capacity: 150
- ADP % Design Occupancy: 125%
- Operational Capacity: 200
Minimum: 45 & Pre-release: 155

BPRC is a facility housing criminally sentenced males. It was the first pre-release institution in Massachusetts and is now a structured program focused on reintegration. Close public transportation increases opportunities for employment and access to community support agencies and other approved programming. On January 1, 2013 the majority of inmates were pre-release (141) and 28 were minimum security inmates.



Bridgewater State Hospital (BSH)

Bridgewater, MA

Security Level: Medium
Initial ACA Accreditation: 1998
Opened: 1974
Annual Cost per Offender (FY 2010): \$135,511
January 1, 2013 Facility Population: 349

- Average Daily Population (ADP): 359
- Design Capacity: 227
- ADP % Design Occupancy: 158%
- Operational Capacity: 392
Civil Commitments: 339
Inmate Work Unit: 53

BSH is a facility housing male offenders in several categories: civil commitments without criminal sentences, civil commitments with criminal sentences, criminally sentenced inmate workers, and, on occasion, awaiting trial detainees. Each individual civilly admitted to this facility is subject to a court-ordered evaluation under an applicable section of Massachusetts General Law (M.G.L.) Chapter 123. Patients may be committed to this facility following the observation period in increments of six months to a year as ordered by the court if they are found to be in need of additional treatment and evaluation.



Lemuel Shattuck Hospital Correctional Unit (LSHCU) Jamaica Plain, MA

- Security Level: Medium
- Opened: 1974 - Expanded: 1982, 1987
- Annual Cost per Offender (FY 2012): \$260,523
- January 1, 2013 Facility Population: 31
- Average Daily Population (ADP): 26
- Design Capacity: 24
- ADP % Design Occupancy: 108%
- Operational Capacity: 29

The DOC, in partnership with the Department of Public Health, operates a correctional unit within the Lemuel Shattuck Hospital providing secure inpatient and outpatient medical care to male and female inmates from both the state and county. It is a transient facility with few long term patients. On January 1, 2013 the population consisted of 20 criminally sentenced state inmates, 8 pre-trial detainees and 3 temporary civil commitments. The average age of inmates housed on this date was 54 years old.



Massachusetts Alcohol and Substance Abuse Center (MASAC) Bridgewater, MA

- Security Level: Minimum
- Initial ACA Accreditation: 1993
- Opened: 1992 - Mission Change: 2002
- Annual Cost per Offender (FY 2011): \$63,485
- January 1, 2013 Facility Population: 127
- Average Daily Population (ADP): 155
- Design Capacity: 236
- ADP % Design Occupancy: 66%
- Operational Capacity: 170
- Sentenced: 70
- Civil Commitments: 100

MASAC is a facility separately housing both criminally sentenced male inmates, as an overcrowding relief measure, while the institutional focus is to provide services to males civilly committed under MGL 123, Section 35 participating in a detoxification program for up to 90 days. As of January 1, 2013 the two populations were about equal with 67 criminally sentenced inmates and 60 civil commitments. The facility underwent a mission change in 2002 after the closing of Southeastern Correctional Center (SECC) when all detoxification services and programs for civilly committed males formerly housed at SECC were moved to this facility and it was renamed the Massachusetts Alcohol and Substance Abuse Center.



Massachusetts Treatment Center (MTC) Bridgewater, MA

- Security Level: Medium
- Initial ACA Accreditation: 1997
- Opened: 1986 - Expanded: 1997
- Annual Cost per Offender (FY 2012): \$47,356
- January 1, 2013 Facility Population: 592
- Average Daily Population (ADP): 609
- Design Capacity: 561
- ADP % Design Occupancy: 109%
- Operational Capacity: 675
- Sentenced: 312
- Civil Commitments: 363

The MTC is a medium security facility separately housing criminally sentenced male inmates identified as sex offenders and those who have been civilly committed as sexually dangerous persons (SDPs) as defined by M.G.L. Chapter 123A resulting in a day to life commitment. The facility offers a comprehensive sexual offender treatment program intended to reduce the risks associated with re-offending. On January 1, 2013 there were 305 criminally sentenced inmates, 242 SDPs, and 45 temporary civil commitments.



MCI Cedar Junction (MCI-CJ)

South Walpole, MA

Security Level: Maximum Reception & Diagnostic Center with a Medium Component
 Initial ACA Accreditation: 2002
 Opened: 1956 - Expanded: 1991
 Modular Unit, DDU
 Annual Cost per Offender (FY 2012): \$57,511
 January 1, 2013 Facility Population: 755

- Average Daily Population (ADP): 819
 Maximum: 748 & Medium: 72
- Design Capacity: Maximum: 561 & Medium: 72
- ADP % Design Occupancy: 129%
 Maximum: 133% & Medium: 100%
- Operational Capacity: 646
 Maximum: 574 & Medium: 72

In 2009, the mission of MCI-CJ shifted from a maximum security institution to the Department's Reception and Diagnostic Center for male offenders with a focus on the completion of assessments to determine an inmate's initial classification designation and the development of individualized program plans. The Department Disciplinary Unit (DDU) for the Department's most serious discipline issues is also located here. On January 1, 2013 MCI-CJ housed 713 criminally sentenced inmates and 42 federal and pre-trial detainees. There were 685 offenders housed in maximum security (124 of those in DDU) and 70 in medium security.



MCI Concord (MCI-C)

Concord, MA

Security Level: Medium
 Initial ACA Accreditation: 2001
 Opened: 1878 - Renovations: 1999,
 2005 Special Management Unit
 Annual Cost per Offender (FY 2012): \$39,693

- Average Daily Population (ADP): 1,334
- Design Capacity: 614
- ADP % Design Occupancy: 217%
 · Operational Capacity: 1,390
- January 1, 2013 Facility Population: 1,305

MCI-C, the former Reception and Diagnostic Center for the Department, shifted to a medium security facility for male offenders when MCI-CJ took over the reception role in 2009. MCI-C admits most court ordered awaiting trial detainees pursuant to MGL Ch 276 sec 52A. On January 1, 2013 MCI-C housed 1,041 criminally sentenced inmates and 264 pre-trial detainees.



MCI Framingham (MCI-F) & Awaiting Trial Unit (ATU)

Framingham, MA

Security Level: Medium
 Initial ACA Accreditation: 1995
 Opened: 1877 - Expanded: 1965 4 Cottages & Health Services Unit Bldg., 1983 Modular Unit, 1989 Modular Unit, 1991 Betty Cole Smith Bldg.
 Annual Cost per Offender (FY 2012): \$51,756
 January 1, 2013 Facility Population: 608

- Average Daily Population (ADP): 652
 Medium: 375 & ATU: 277
- Design Capacity: Medium: 388 & ATU: 64
- ADP % Design Occupancy: 144%
 Medium: 97% & ATU: 433%
- Operational Capacity: 628

MCI-F is the Department's Reception and Diagnostic Center for female offenders providing a comprehensive network of gender responsive, trauma informed programming for women who are civilly committed, serving county and state criminal sentences, or awaiting trial detainees. It is the oldest operating female prison in the country. On January 1, 2013, this medium security facility housed 336 criminally sentenced inmates, 257 detainees on awaiting trial status, and 15 civil commitments.



MCI Norfolk (MCI-N)

Norfolk, MA

Security Level: Medium
 Initial ACA Accreditation: 2003
 Opened: 1931
 Annual Cost per Offender (FY 2012): \$34,894
 January 1, 2013 Facility Population: 1,462

- Average Daily Population (ADP): 1,496
- Design Capacity: 1,084
- ADP % Design Occupancy: 138%
- Operational Capacity: 1,478

MCI-N is a facility housing male inmates with the distinction of being the largest medium security institution in the Massachusetts DOC. It was the first community based prison in the United States, created to be more spacious with a campus-like atmosphere and architecture. Inmate housing consists of 18 dormitory-style living units and two modular units divided by a large central grass quadrangle.



MCI Plymouth (MCI-P)

Plymouth, MA

Security Level: Minimum
 Initial ACA Accreditation: 1994
 Opened: 1952
 Annual Cost per Offender (FY 2012): \$39,785
 January 1, 2013 Facility Population: 167

- Average Daily Population (ADP): 195
- Design Capacity: 151
- ADP % Design Occupancy: 129%
- Operational Capacity: 227

MCI-P is a facility housing criminally sentenced males. The institution originated as a Prison Camp in the 1950s on the grounds of the Myles Standish State Forest. MCI-P partners with and provides inmate community work crews and services to neighboring towns enhancing inmate reentry and reparation.



MCI Shirley (MCI-S)

Shirley, MA

Security Level: Medium & Minimum
 Initial ACA Accreditation: 1995
 Opened: Minimum in 1972, Medium in 1991
 Annual Cost per Offender (FY 2012): \$35,128
 January 1, 2013 Facility Population: 1,458

- Average Daily Population (ADP): 1,499
 Medium: 1,182 & Minimum: 317
- Design Capacity: Medium: 720 & Minimum: 299
- ADP % Design Occupancy: 147%
 Medium: 164% & Minimum: 106%
- Operational Capacity: 1,458
 Medium: 1,130 & Minimum: 328

MCI-S encompasses two facilities housing both medium and minimum custody level inmates. The majority of inmates are in medium security housing units (1,159) with 299 housed in minimum security on January 1, 2013. The two security levels were considered separate institutions until July 2002 when they were combined as one, operating under one administration. MCI S is also the site of the Department's Regional Training Center. Along with an infirmary, MCI-S operates an Assisted Daily Living Unit for medium inmates.



North Central Correctional Institution (NCCI) *Gardner, MA*

- Security Level: Medium & Minimum
- Initial ACA Accreditation: 1989
- Opened: 1981 - Renovations: 1982, 1993
- Annual Cost per Offender (FY 2012): \$41,236
- January 1, 2013 Facility Population: 986
- Average Daily Population (ADP): 1003
Medium: 976 & Minimum: 27
- Design Capacity: Med:568&Min:30
- ADP % Design Occupancy:
Medium: 172% & Minimum: 88%
- Operational Capacity: 1,022
Medium: 992 & Minimum: 30

NCCI is a facility housing criminally sentenced males. The majority of inmates are in medium security housing units (962) with 24 housed in minimum security on January 1, 2012. The institution is located on land formerly occupied by the Gardner State Hospital which was open from 1902 until its doors were closed in 1976.



Northeastern Correctional Center (NECC) *Concord, MA*

- Security Level: Minimum & Pre-release
- Initial ACA Accreditation:1982
- Opened: 1932
- Annual Cost per Offender (FY 2012): \$37,691
- January 1, 2013 Facility Population: 255
- Average Daily Population (ADP): 265
- Design Capacity: 150
- ADP % Design Occupancy: 177%
- Operational Capacity: 274
Minimum: 210 & Pre-Release: 64

NECC is a facility, operating under the administration of MCI Concord, housing criminally sentenced males. The majority of inmates are in minimum security housing units (192) with 63 in pre-release on January 1, 2013. The facility was originally the supporting farm for MCI Concord. Currently, the programming is designed to enable a smooth transition from confinement to the community. Community work crews provide cost effective labor to surrounding communities.



Old Colony Correctional Center (OCCC) *Bridgewater, MA*

- Security Level: Medium & Minimum
- Initial ACA Accreditation: 1989
- Opened: 1987 - Expanded: 1990 Modular Unit
- Annual Cost per Offender (FY 2012): \$44,738
- January 1, 2013 Facility Population: 914
- Average Daily Population (ADP): 934
Medium: 792 & Minimum: 142
- Design Capacity:Medium:480&Minimum:100
- ADP % Design Occupancy: 161%
Medium: 165% & Minimum: 142%
- Operational Capacity: 908
Medium: 748 & Minimum: 160

A mission change was facilitated in 2010 at OCCC, shifting their medium security operation to a mental health focused facility, with the objective of providing needed mental health services more efficiently while at the same time promoting rehabilitation and reentry. The majority of inmates are in medium security housing units (781) with 133 housed in minimum security on January 1, 2013.



Pondville Correctional Center (PCC)

Norfolk, MA

Security Level: Minimum & Pre-release
 Initial ACA Accreditation: 1994
 Opened: 1990
 Annual Cost per Offender (FY 2012): \$36,521
 January 1, 2013 Facility Population: 188

- Average Daily Population (ADP):195
- Design Capacity: 100
- ADP % Design Occupancy: 195%
- Operational Capacity: 200
 Minimum: 145 & Pre-release: 55

PCC is a facility for criminally sentenced males housing 135 minimum and 53 pre-release inmates on January 1, 2013. The original name of the facility was Norfolk Pre-Release Center (NPRC). The facility was constructed in 1975. In 1990, following significant renovations, the facility then became known as Pondville Correctional Center housing both minimum and pre-release inmates.



South Middlesex Correctional Center (SMCC)

Framingham, MA

Security Level: Minimum & Pre-Release
 Initial ACA Accreditation: 1983
 Opened: 1976
 Mission Change: 2002 all Female
 Annual Cost per Offender (FY 2012): \$37,411
 January 1, 2013 Facility Population: 133

- Average Daily Population (ADP):146
- Design Capacity: 125
- ADP % Design Occupancy: 117%
- Operational Capacity: 185
 Minimum: 140 & Pre-release: 45

SMCC is a facility for criminally sentenced state and county females housing 109 minimum and 24 pre-release inmates on January 1, 2013. The facility began as a male facility and became a female facility on July 1, 2002 after a mission change. The community based environment encourages ongoing utilization of skills and resources necessary for successful re-entry into the community while ensuring public safety.



Souza Baranowski Correctional Center (SBCC)

Shirley, MA

Security Level: Maximum
 Initial ACA Accreditation: 2001
 Opened: 1998
 Annual Cost per Offender (FY 2012): \$46,954
 January 1, 2013 Facility Population: 1,283

- Average Daily Population (ADP): 1,331
- Design Capacity: 1,024
- ADP % Design Occupancy: 130%
- Operational Capacity: 1,410

SBCC is the one exclusively maximum security male facility in Massachusetts. SBCC is currently the newest state correctional facility in Massachusetts, opened on September 30, 1998. At the time, it was built with the highest degree of technological integration of any prison in the country, including a keyless security system and one of the largest camera matrix systems nationwide.

County Correctional Facility Audit Report 2012

Pursuant to M.G.L. 127, Section 1A and 1B, the Commissioner of Correction is responsible for conducting bi-annual inspections of all county correctional facilities. The Sheriff of each county is responsible for implementing and monitoring the requirements set forth in 103 CMR 900.00 through 999.00. The purpose of the bi-annual inspections is to advise appropriate county officials of any deficiencies identified regarding the standards found in 103 CMR 900 – 999.00 and to make recommendations for improvement. The process serves as a management tool for county correctional administrators to operate within the boundaries of 103 CMR 900.00 and to ensure safe and secure facilities for both staff and inmates alike.

To accomplish this mission, the standards found in 103 CMR 900 are divided into four areas and one area, or cycle, is audited per year. Each cycle consists of an initial and follow-up audit to assess facility operations and to gauge compliance with applicable standards. The follow-up audit is conducted six months after the initial audit to assess if corrective action was taken on deficiencies noted. As a response to the notice of non-compliance, each sheriff/facility administrator is required to file with the Commissioner of Corrections, a written response to the audit report within a period of 60 days. The response shall include a plan of action and target date for completion for each standard noted as being out of compliance.

Initial Cycle One Standards

	Compliance	Non-Compliance	Non-Applicable	Not Assessed
Total - 342	282	60	0	0

Final Cycle One Standards

During 2012, there were no facilities audited under Final Cycle One Standards.

Initial and Final Cycle Two Standards

During 2012, there were no facilities audited under Initial or Final Cycle Two Standards.

Initial Cycle Three Standards

	Compliance	Non-Compliance	Non-Applicable	Not Assessed
Total - 47	42	5	0	0

Final Cycle Three Standards

	Compliance	Non-Compliance	Non-Applicable	Not Assessed
Total - 611	545	46	20	0

Initial Cycle Four Standards

	Compliance	Non-Compliance	Non-Applicable	Not Assessed
Total - 603	451	95	40	17

Final Cycle Four Standards

DOC Statistics and Charts

For the purposes of this report, populations include:

Jurisdiction Population

An individual is considered to be under Massachusetts DOC jurisdiction when the Commonwealth has legal authority over the individual regardless of where the inmate is being held, including those incarcerated in Massachusetts DOC facilities as well as those housed in correctional facilities outside of the Massachusetts DOC (Massachusetts Houses of Correction, other state's correctional facilities and the Federal Bureau of Prisons).

Custody Population

An individual is considered to be in Massachusetts DOC custody when they are being held in a Massachusetts DOC facility.

Commitment type includes:

Criminally Sentenced or "Sentenced":

An individual who has been found guilty of a criminal offense through legal means and is required to be incarcerated.

Civil Commitment or "Civil":

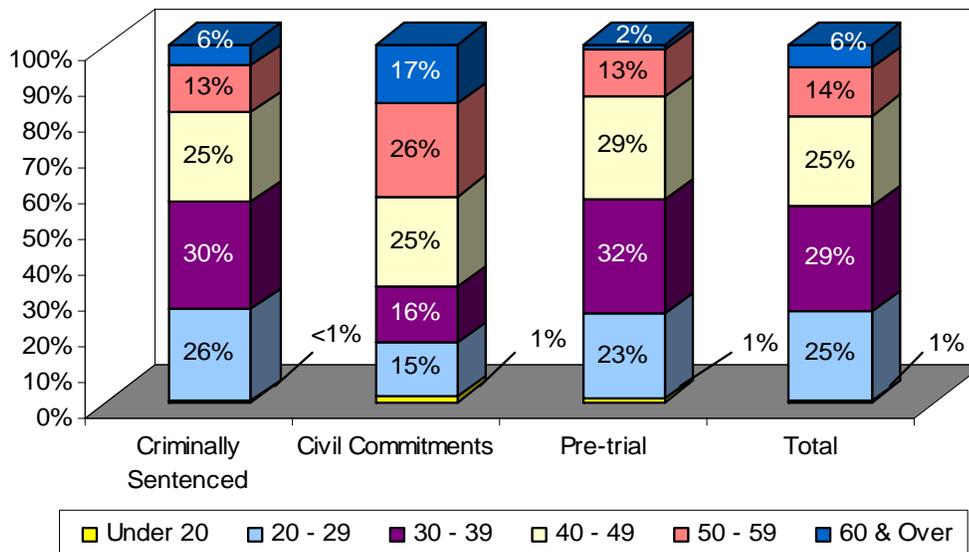
The involuntary commitment of an individual via legal means to incarcerate an individual against their will.

Pre-trial or "Detainee":

An individual who is detained prior to trial, but not yet convicted of a crime to include male and female county detainees, male county detainees transferred to state facilities under Massachusetts General Law Chapter 276, section 52A, and federal detainees (both male and female).

***Please note: percentages do not always add up to 100% due to rounding.

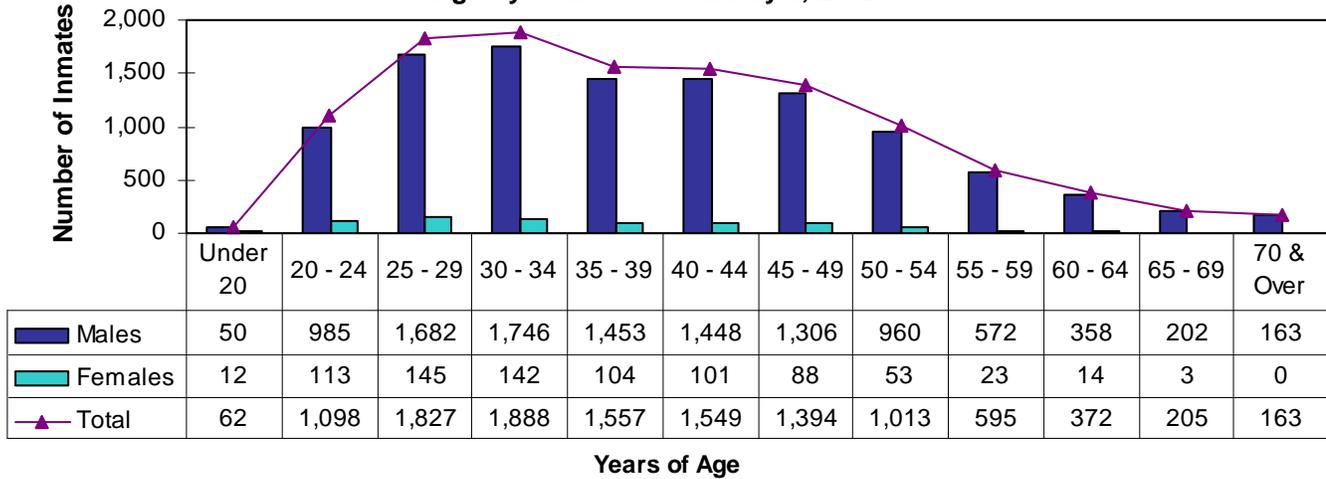
**Massachusetts DOC Total Jurisdiction Population:
Age in Years by Commitment Type on January 1, 2012**



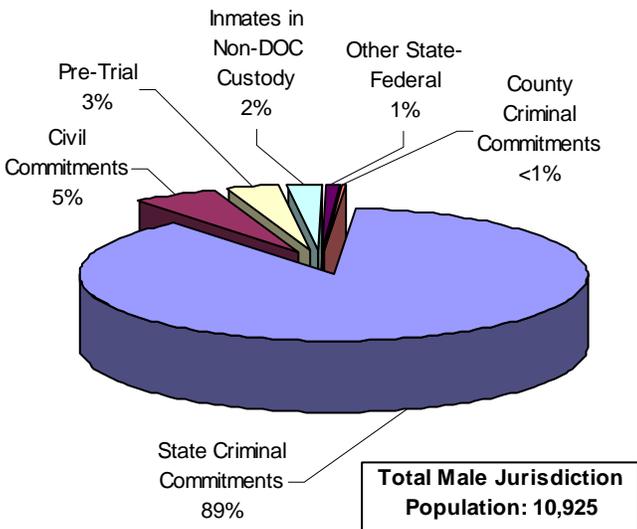
**Massachusetts DOC Total Jurisdiction Population:
Age in Years by Commitment Type on January 1, 2012**

Age (In Years)	Criminally Sentenced	Civil Commitments	Pre-Trial	Total
60 & Over	628	102	10	740
50 - 59	1,371	156	81	1,608
40 - 49	2,609	153	181	2,943
30 - 39	3,149	96	200	3,445
20 - 29	2,687	92	146	2,925
Under 20	47	8	7	62
Total	10,491	607	625	11,723

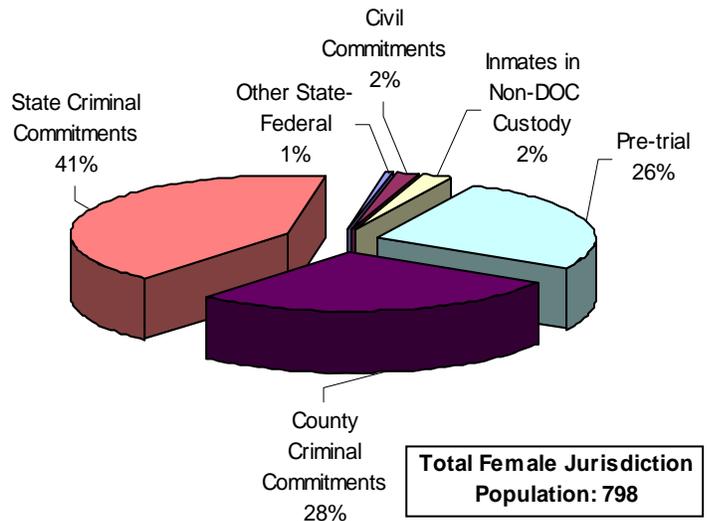
**Massachusetts DOC Total Jurisdiction Population:
Age by Gender on January 1, 2012**



**Massachusetts DOC Total Jurisdiction Population:
Males by Type of Sentence on January 1, 2012**



**Massachusetts DOC Total Jurisdiction Population:
Females by Type of Sentence on January 1, 2012**

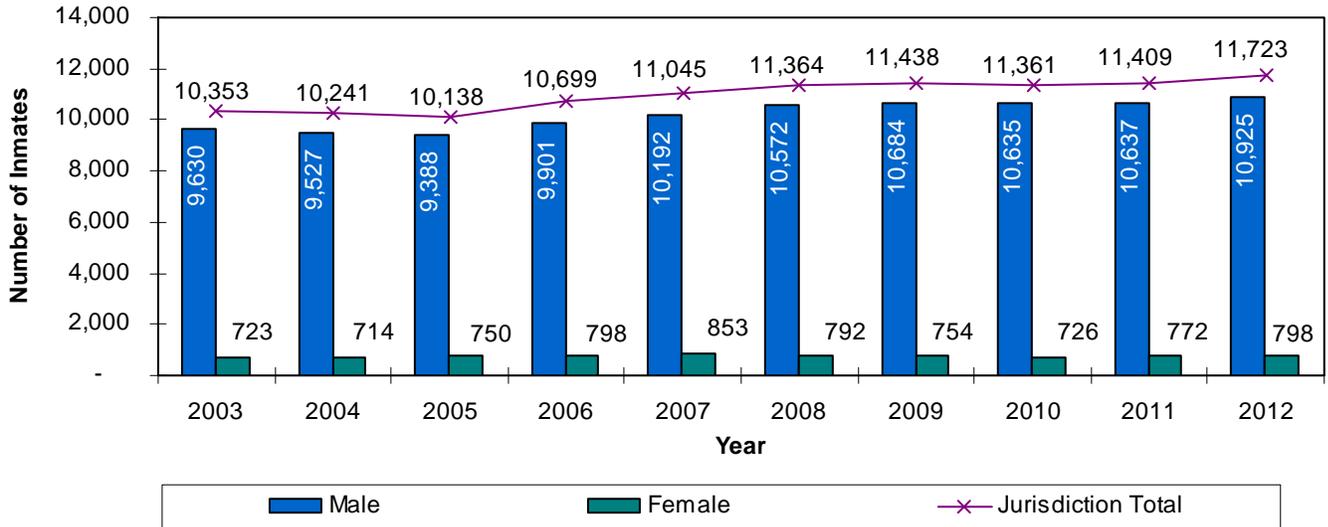


**Massachusetts DOC Total Jurisdiction Population:
Race/Ethnicity by Commitment Type on January 1, 2012**

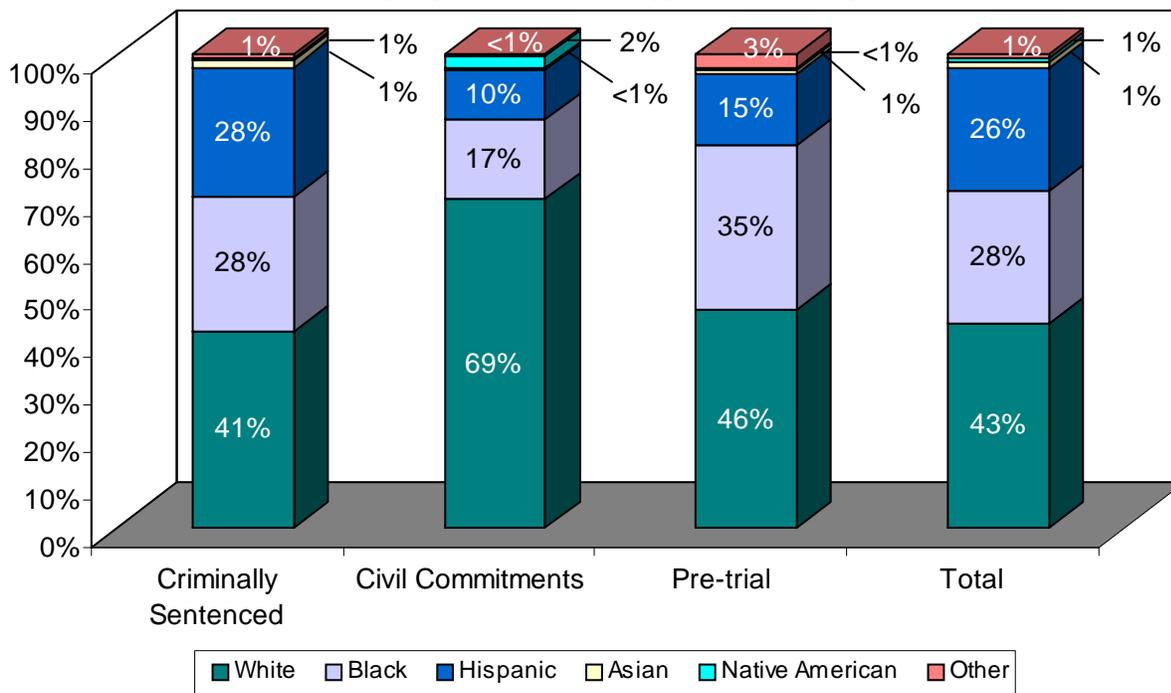
Race/Ethnicity*	Criminally Sentenced	Civil Commitments	Pre-trial	Total
White	4,350	421	287	5,058
Black	2,986	104	219	3,309
Hispanic	2,886	63	94	3,043
Asian	145	2	5	152
Native American	64	15	2	81
Other	60	2	18	80
Total	10,491	607	625	11,723

*Race/Ethnicity is self-reported by inmate at time of admission.

**Massachusetts DOC Total Jurisdiction Population:
January 2003 to January 2012**

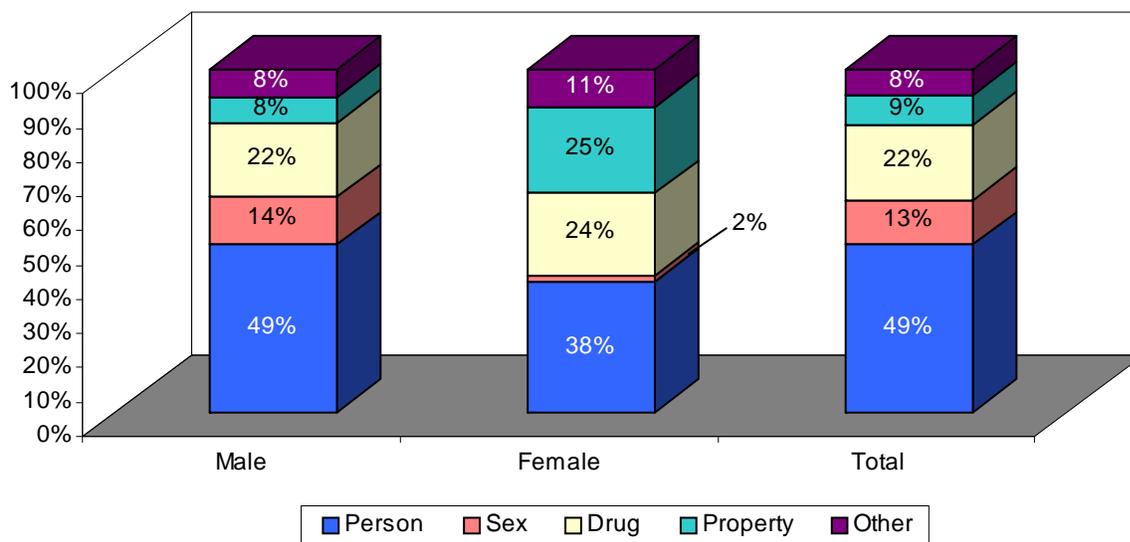


**Massachusetts DOC Total Jurisdiction Population:
Race/Ethnicity* by Commitment Type on January 1, 2012**



*Race/Ethnicity self-reported by inmate at time of admission.

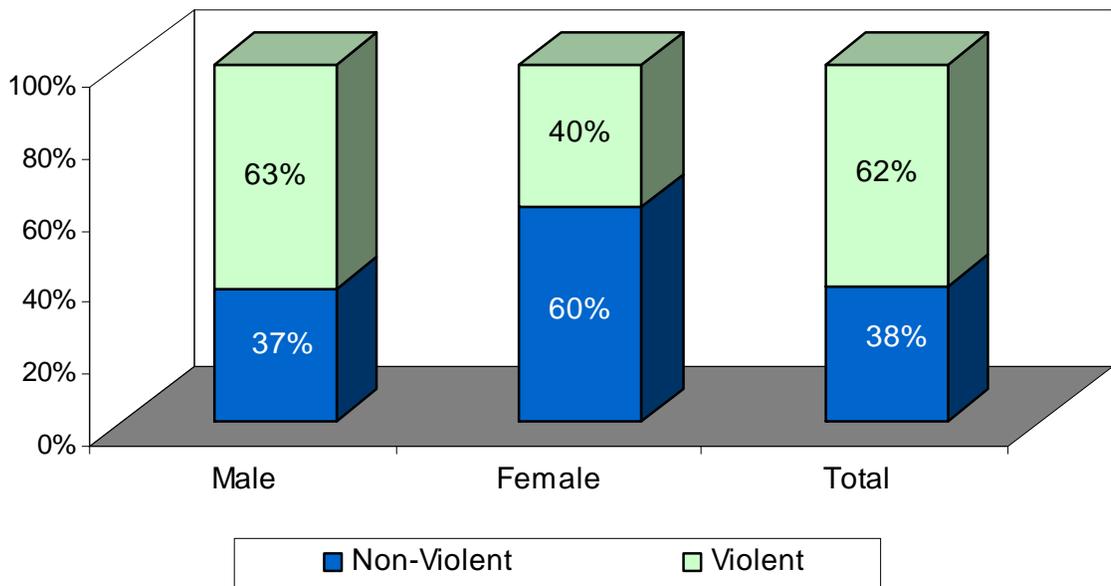
**Massachusetts DOC Criminally Sentenced Jurisdiction Population:
Governing Offense by Gender on January 1, 2012**



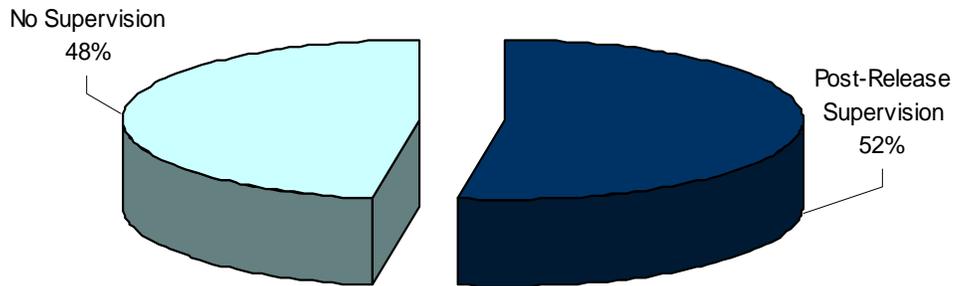
**Massachusetts DOC Criminally Sentenced Jurisdiction Population:
Governing Offense by Gender on January 1, 2012**

		Governing Offense	Male	Female	Total
Violent Offenses	Person		4,883	219	5,102
	Sex		1,363	9	1,372
Non-Violent Offenses	Drug		2,142	141	2,283
	Property		770	145	915
	Other		757	62	819
Total			9,915	576	10,491

**Massachusetts DOC Criminally Sentenced Jurisdiction Population by
Violent/Non-Violent Offense and Gender on January 1, 2012**

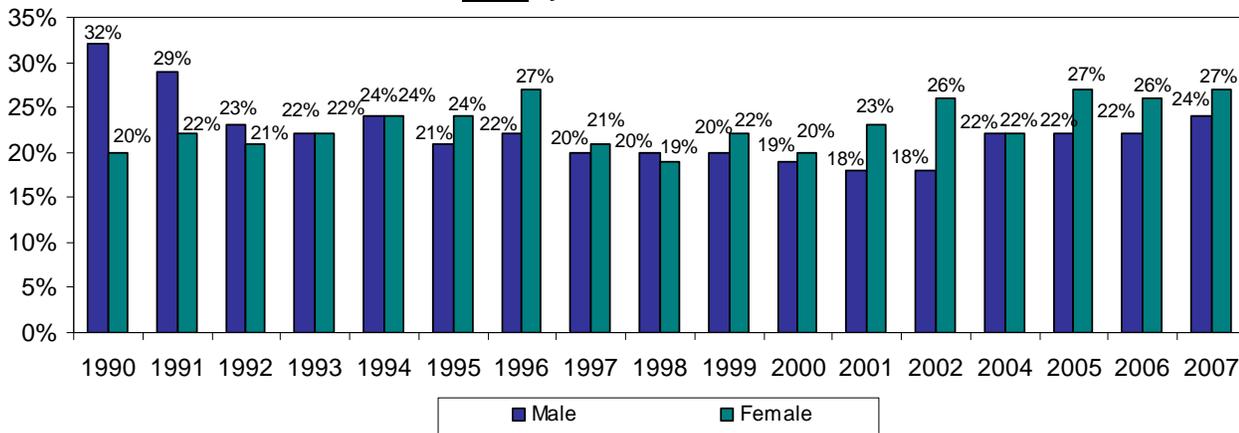


**Massachusetts DOC 2011 Criminally Sentenced Jurisdiction Population Releases to the Street:
Post-Release Supervision Status***



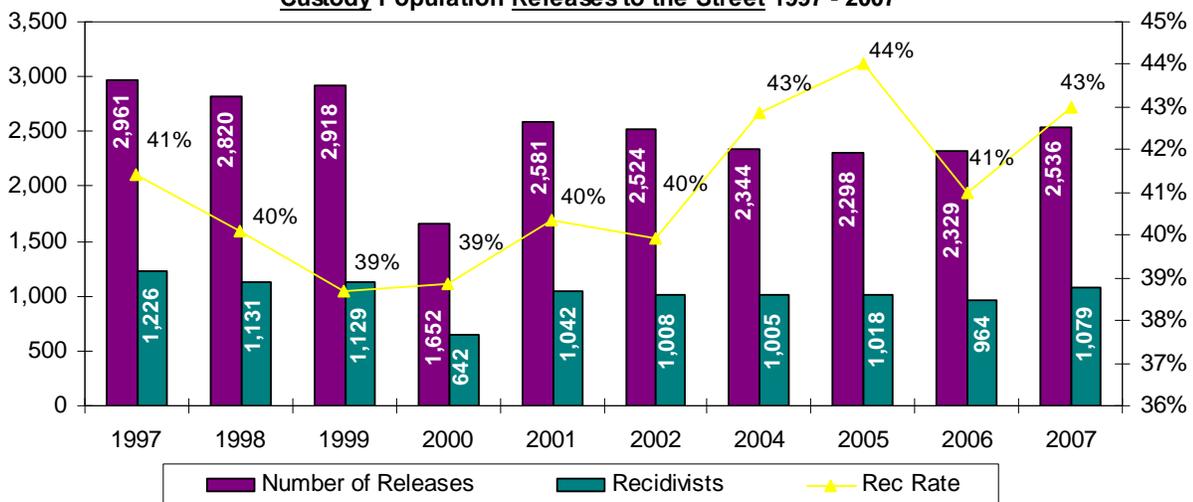
*Inmates under post-release supervision may be supervised by parole, probation, or both.

Massachusetts DOC One Year Recidivism Rate for Custody Population Releases to the Street by Gender 1990 - 2007*



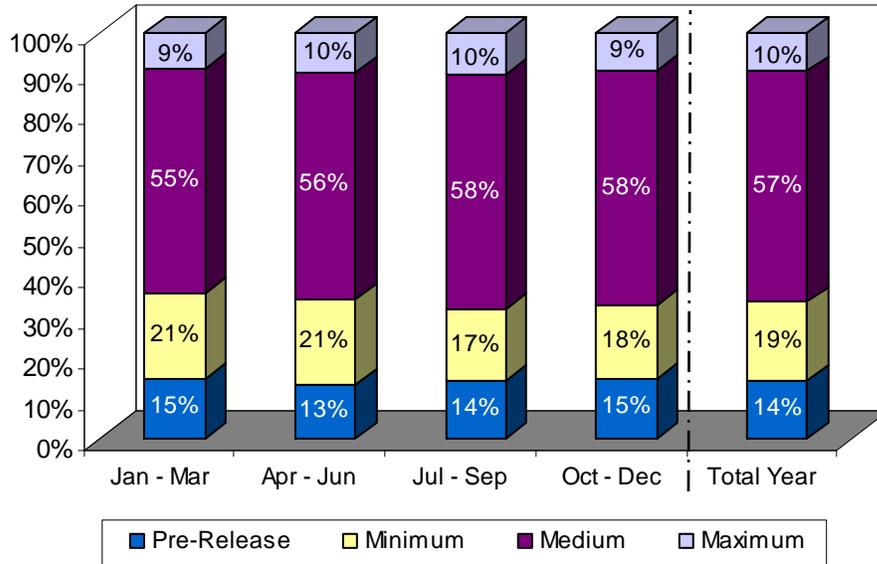
*Data for 2000 is based on January-July. 2003 data is currently unavailable.

Massachusetts DOC Three Year Recidivism Rate (Re-incarceration) for Custody Population Releases to the Street 1997 - 2007*



*Data for 2000 is based on January-July. 2003 is currently unavailable.

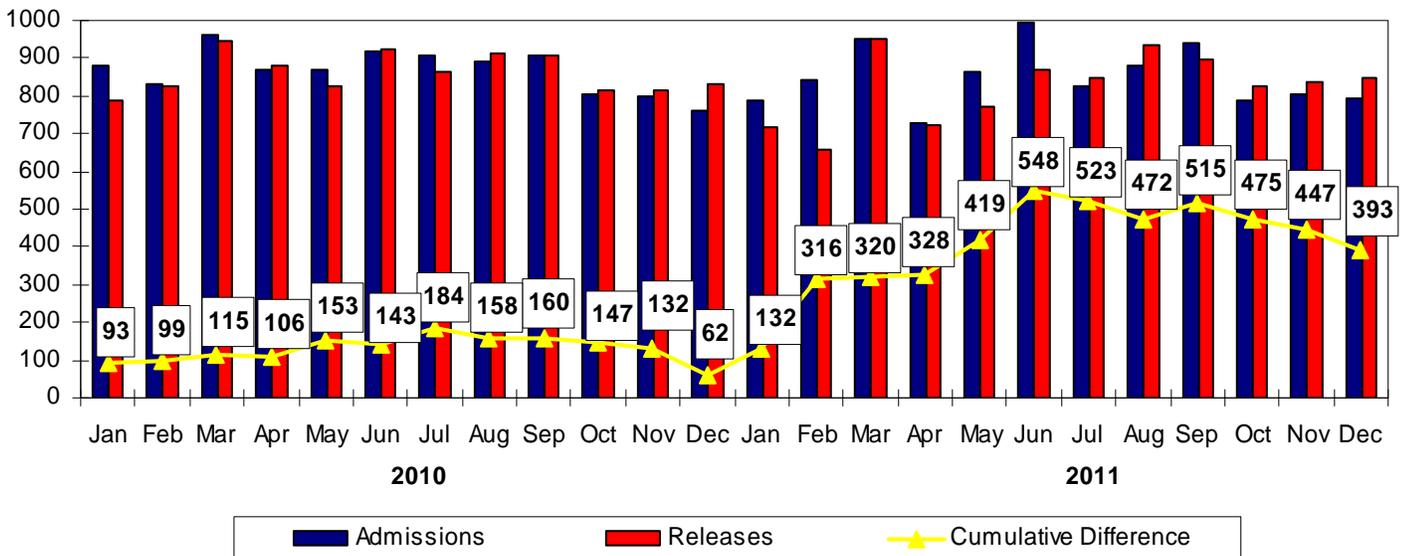
**Massachusetts DOC 2011 Criminally Sentenced Jurisdiction
Population Releases to the Street:
Quarterly by Security Level**



**Massachusetts DOC 2011 Criminally Sentenced Jurisdiction Population
Releases to the Street:
Quarterly by Security Level**

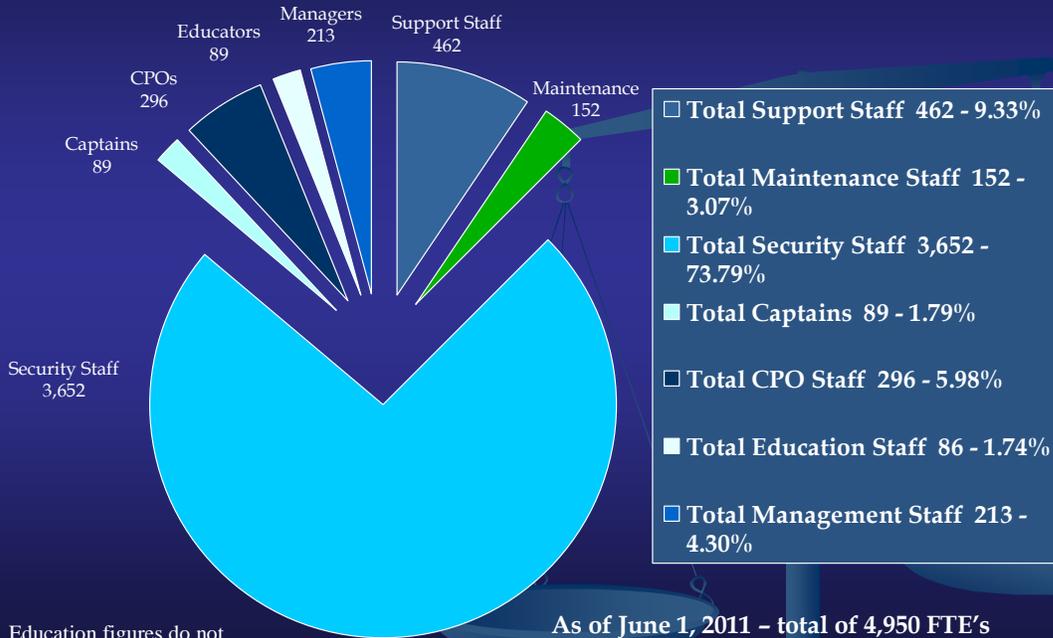
Security Level	Jan - Mar	Apr - Jun	Jul - Sep	Oct - Dec	Total Year
Maximum	47	55	66	52	220
Medium	295	316	367	317	1,295
Minimum	112	118	110	100	440
Pre-Release	79	75	92	80	326
Total	533	564	635	549	2,281

**Massachusetts DOC Total Jurisdiction Population:
Admissions and Releases by Month, 2010 - 2011**



DOC Staffing Overview

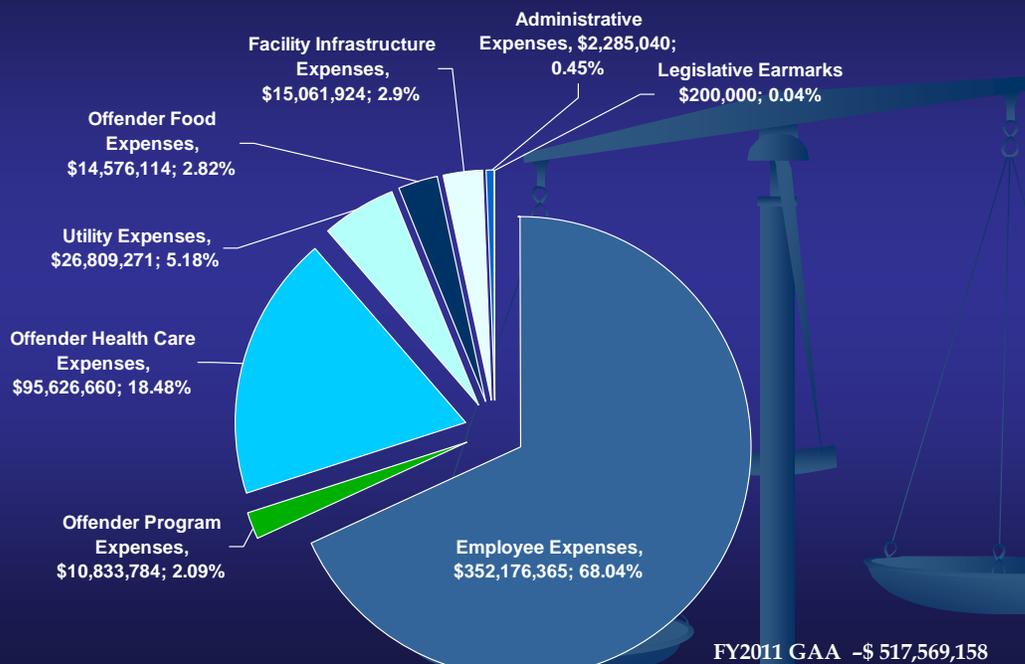
Security is everyone's responsibility



Education figures do not include contract personnel

DOC Budget Category Overview

FY2011 8900-0001, 8900-0002 & 8900-0006



American Correctional Officer Medal of Valor Award

At the American Correctional Officer's (ACO) 5th Annual Medal of Valor Awards in Las Vegas, NV, the following three heroic staff of MADOC received the Medal of Honor. Here's a brief description of the incident that led to the nomination of the three COs for the Medal of Honor and its award on October 12, 2012.

Three outstanding Correctional Officers are receiving the ACO Medal of Honor this year for their extraordinary bravery during a perilous incident that occurred on June 25, 2012. While on duty in the housing unit, Correctional Officer Nathan Beauvais was brutally attacked from behind by an inmate wielding a metal shank. With enormous force, the inmate stabbed Officer Beauvais in the back of the neck and tackled him to the ground. The shank broke in Officer Beauvais' neck, causing great pain, and the inmate struck Officer Beauvais more than 20 times.

Within seconds of the first blows, Correctional Officer Benjamin McGinnis rushed to assist his partner and had subdued the inmate effectively when he himself was ambushed by two additional inmates. At this time, one of these offenders broke a crutch over Officer McGinnis' head, rendering him momentarily unconscious. Alarmed at the escalation of the situation, Correctional Officer Stefanie Erickson-Murray bravely and selflessly rushed to assist Officers Beauvais and McGinnis and restore order within the unit. As she battled multiple inmates simultaneously, she too was physically assaulted and knocked to the ground.

During this time, Officer Beauvais managed to get back on his feet, with the metal shank still protruding from his neck, and came to the aid of Officers Erickson-Murray and McGinnis. Even as an emergency response team entered the building to lend assistance, all three Officers continued their united front against the inmates' aggression. Because of the involvement of increasingly more inmates before the fray was brought under control, a total of eight Correctional Officers were significantly injured and required treatment at hospitals outside the facility.

Officers Nathan Beauvais, Benjamin McGinnis, and Stefanie Erickson-Murray exhibited the exemplary commitment and valor that all Corrections Officers strive to achieve throughout their careers within the Corrections system. They are all well deserving of this prestigious recognition.

*(Reprinted from Correctional Oasis, October 2012)

Correctional Employee of the Year Awards-2012

Community Service Award- Deputy Superintendent Lynn Lizotte MCI Framingham

Meritorious Award- Brian Macaruso MCI Cedar Junction

Meritorious Award- Captain Glenn Doher, Lieutenant Gary Wojcukiewicz, Lieutenant Anthony Giambrocco, Lieutenant Eric Smith, Sergeant William Whitten Souza Baranowski Correctional Center

Medal of Valor- Lieutenant Anthony Giambrocco Souza Baranowski Correctional Center

Medal of Honor- Correction Officer Nathan Beauvais, Correction Officer Benjamin McGinnis, Correction Officer Stefani Erickson Souza Baranowski Correctional Center

DOC Beyond Excellence Awards- 2012

Each year the Department of Correction honors individuals whose performance is exemplary and whose contributions to the Department are worthy of such recognition. In addition, the performance and actions of the nominees should be consistent with the Department's vision and mission statements and its core values. Recipients are nominated by a supervisor, peers, professional colleagues or others familiar with the person's work. An individual may not be nominated by a relative or a subordinate, nor may a person nominate himself or herself.



Institution / Division Employee of the Year

Individuals selected for this award are being honored for overall consistent excellence in performance and a demonstrated commitment to professionalism.

Central Headquarters Employee of the Year - Caren Reid, Administrative Assistant
Bay State Correctional Center Employee of the Year - Christopher Frazier, Correctional Program Officer
Boston Pre Release Center Employee of the Year - Daniel Connerty, Correctional Program Officer
Bridgewater State Hospital Employee of the Year - Helen Ackah, Sergeant
Lemuel Shattuck Hospital Correctional Unit Employee of the Year - Frank Sparrow, Sergeant
Massachusetts Alcohol and Substance Abuse Center Employee of the Year—Vicki Cappiello, Correctional Program Officer
MCI Cedar Junction Employee of the Year - Ann Marie Aucoin, Sergeant
MCI Concord Employee of the Year—Donna Solomon, Correctional Program Officer
MCI Framingham Employee of the Year - Jason Dobson, Correction Officer
MCI Norfolk Employee of the Year—George Marino, Sergeant
MCI Plymouth Employee of the Year—Paul Mendonca, Lieutenant
MCI Shirley Employee of the Year—James Senecal, Correction Officer
Massachusetts Treatment Center Employee of the Year - Scott Raymondo, Lieutenant
North Central Correctional Institution Employee of the Year—Alan Sliwa, Captain
Northeastern Correctional Center Employee of the Year—Michael Cronin, Correction Officer
Old Colony Correctional Center Employee of the Year—Paul Brasseur, Correction Officer
Pondville Correctional Center Employee of the Year - William Martin, Correctional Program Officer
South Middlesex Correctional Center Employee of the Year—Michael Sacino, Correctional Program Officer
Souza Baranowski Correctional Center Employee of the Year - Benjamin McGinnis, Correction Officer

Professional Excellence

Individuals selected for this award are being honored for professional excellence in the subgroups described below.

Administrator - this award recognizes on the job excellence among managers who exhibit exemplary managerial and supervisory skills and who have made significant contributions within the scope of their responsibilities or who have shown excellence in leadership.

Katherine O'Neill, Director of Behavioral Health

Care and Custody - this award recognizes individuals who exemplify the highest standards of professionalism in the care and custody of the inmate population. Nominees selected have demonstrated superior knowledge of corrections or have contributed significantly to the operation of their facility/division.

Juan Antunes, Sergeant, Bridgewater State Hospital

Contract Health Care – this award recognizes individuals who exemplify the highest standards of professionalism in the provision of medical or mental health care to the inmate population. Nominees have demonstrated outstanding performance and knowledge of correctional health care with particular emphasis on responsiveness to facility needs.

Gene Chaisson, Clinical Administrator, North Central Correctional Institution

Contract Other - this award recognizes significant contributions to a program or operation area within the Department. Nominees have demonstrated outstanding performance with particular emphasis on responsiveness to institution/division needs.

Jennifer Mathieu, Parenting Coordinator, South Middlesex Correctional Center

Office Clerical - this award recognizes office clerical personnel who have performed their duties throughout the year in a consistently superior manner. Nominees have demonstrated such traits as exceptional organizational skills, initiative, inno-

vativeness, flexibility, or excellent interpersonal skills, which improved the quality/quantity of work or the climate of the work unit.

Bridgewater State Hospital Records Department:

Marta Leon, Records Manager; Lynn Gobbi, Records Supervisor; Ana Santana, Word Processing Operator I; Lynne Swift, Word Processing Operator I; Pearl Joy, Word Processing Operator I; Bonnie Cunha, Word Processing Operator I; Heather Brow, Word Processing Operator I

Support Services - this award recognizes employees who have made specific contributions to the effectiveness and efficiency of the operation of an institution or division through innovative ideas, vigorous and industrious effort, providing an exemplary role model to other employees or other related contributions.

Christine Pipes, Program Coordinator I, Human Resources Division

Technical/Maintenance - this award recognizes individuals for outstanding, consistent performance in their specialized areas of technical expertise. Nominees selected have demonstrated outstanding technical knowledge, excellent work and interpersonal skills, and have made significant contributions to their respective areas.

Resource Management Division:

Mark Gagne, Industrial Instructor III, MCI Cedar Junction; Anthony Colletto, Industrial Instructor II, MCI Cedar Junction; Daniel Pereira, Industrial Instructor II, DRM Core; Christopher Valencia, Industrial Instructor II, MCI Norfolk; Michael Gallagher, Industrial Instructor III, DRM; Jason Roomes, Industrial Instructor II, DRM; Margaret Bacon, Deputy Director, DRM; James Sergent, Industrial Instructor II - MCI Shirley

Volunteer - this award recognizes significant contributions as a volunteer in an approved Department program. Nominees selected have demonstrated outstanding performance with particular emphasis on reintegrating the offender into the community by helping establish and maintain community ties.

Harold May, MCI Norfolk

Special Recognition

Joseph Ribeiro Award of Valor - this award recognizes those employees who best exemplify the qualities of bravery and courage.

Nathan Beauvais, Correction Officer; Benjamin McGinnis, Correction Officer; Stefanie Erickson, Correction Officer, Souza Baranowski Correctional Center

Charles Gaughan Award - this award recognizes those employees who best exemplify the spirit of humanity and compassion. Nominees have demonstrated exceptional care to those in their charge.

Diane LeBlanc, Sergeant, North Central Correctional Institution

Commissioner's Citation - this award recognizes those employees who have developed exceptional and innovative initiatives. Such initiatives shall have made a significant contribution to the Department in areas of security, operations, programs or cost savings.

IPS Induction Training Committee:

Erik Stancombe, Training Instructor, Staff Development; David Shaw, Sergeant, Internal Affairs Unit; Ryan Desmond, Sergeant, Office of Investigative Services; Jeffrey Smith, Lieutenant, IPS, MCI Cedar Junction; Michael Pierce, Sergeant, IPS, North Central Correctional Institution; Matthew Syring, Correction Program Officer D, South Middlesex Correctional Center



Humanitarian Award - this award recognizes those employees who made exceptional efforts that resulted in some lifesaving or heroic act beyond the scope of their duties.

Mark Jepson, Correction Officer, Bay State Correctional Center

Distinguished Service Award –this award is to honor one individual employed by the Department for continued professional excellence throughout his/her Department career which lasted at least 15 years.

Douglas Adams, Lieutenant, Lemuel Shattuck Hospital Correctional Unit

Superintendent and Deputy Superintendent of the Year—the superintendent and deputy superintendent selected for this award shall have shown the highest standards of professionalism, overall consistent excellence in performance of his/her duties, and outstanding leadership capabilities. The individual exhibits exemplary managerial and supervisory skills, has made significant contributions within the scope of his/her job responsibilities and has developed exceptional and innovative initiatives. In addition, this individual shall have represented both his/her institution and the Department in a positive and informative manner to internal and external representatives.

Oswaldo Vidal, Deputy Superintendent, Souza Baranowski Correctional Center
Michael Corsini, Superintendent, Massachusetts Treatment Center

Department of Correction Employee of the Year– this award is presented to one employee, chosen from the recipients of all the other award categories. This employee is recognized as the overall outstanding employee in the Department.

Souza Baranowski Correctional Center Employee of the Year—Benjamin McGinnis, Correction Officer

Innovations in Public Safety Partnership Award

This award is presented to a person or federal, state or local agency or organization that, in partnership with the Department, has directly impacted the public's safety through such efforts that support the Department's vision and mission.

Massachusetts State Police

Produced by

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Thank you to all those who made contributions to this annual report.

For more information and statistics on the different areas within the Massachusetts Department of Correction, please visit www.mass.gov/doc