

# COMMON GROUND

A Newsletter of the Suffolk County Sheriff's Department



## Sheriff's Department Unveils New Website

The Suffolk County Sheriff's Department unveiled their newly redesigned Website last month.

After months of work from the Communications and External Affairs Division, in conjunction with the MIS

Division, the site was officially launched on July 1.

"This new Website will give visitors a better idea of what we do here at the Sheriff's Department," said Sheriff Andrea Cabral. "One of my top priorities is to communicate to the community the role and mission of the Sheriff's Department in the criminal justice system. This Website will provide a guide for those interested in our Department and the opportunities we offer."

The Website address will remain [www.scsdma.org](http://www.scsdma.org), but the graphic display and content have been dramatically improved. The Sheriff's Depart-

ment launched its first independent Website in 2001.

Among the improvements, the site contains a virtual tour of the facilities, a section for safety tips for youngsters, programs offered by the Department, opportunities for careers within the Department and online resources linking to other criminal justice agencies.

Visitors will also be able to explore the different rehabilitative programs that the Department offers and get an understanding of the different Department divisions and how they function within the community.

### Summer:

Don't forget to look on the SCSD Intranet for parades and events in July and August.

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## K-9 Officer Receives Top Certification

By Deputy Robert J. Connelly

On May 31-June 1 in Auburn, Mass., the United States Canine Police Association (U.S.P.C.A) Region 4 held its annual competitive canine trials. Representing the Suffolk County Sheriff's Department was the Jail K9 Unit. K9 Brando and Deputy Robert J. Connelly finished the two-day trials with a grand score of 589.32. A score of 490 earns your canine partner a Police Dog one (P.D.1) rating and a score of above 560 or more will earn a trip to the national trials.

K9 Brando and Deputy Connelly also received three trophies and one plaque with a P.D.1. Certificate. The trophies were in second place "open" team, third place "novice" evidence recovery and fifth place "novice" han-

dlar. There were 30 K9 teams from Massachusetts, New Hampshire, New Jersey, New York and Florida.

First place novice went to my team partner and friend Essex County Deputy Sheriff Donny Evans and K9 Teddy with a grand score of 657.28. The other two second place team members are Officer Jason Vaillancourt and K9 Jack of the Athol Police Department and Officer Peter Goodney and K9 XSARA of the Westborough Police Department.

This certification is a national level of recognized performance. As a K9 handler I have a national certification which acts as my insurance (Cont. on page 2)



## K9 Certification (cont. from page 1)

against lawsuits.

Finally, I would like to thank Sheriff Andrea Cabral, Supt. Gerard Horgan, Dep. Supt. Eugene Sumpter, Capt. Kevin Janielis, Captain Boyce, Lt. Paul Pollard, JOEASC Union President John Barnes and Vice President John Grennon for all their support and believing in Brando and me. I would also like to extend gratitude to the other two Suffolk County Sheriff's Department K9 unit handlers, Sgt. Brian Stack and Cpl. Chris Boujoukos.

During the six months of training for the trials, I would like to thank Auburn Police Officer K9 handler Jikm Lunggren, Worcester Police Officer K9 handler Steve Curtis, John Johnson of K9 Performance, Lt. Mark Correia of the Plymouth County Sheriff's Department K9 Unit.

A special thanks is extended to Boston Police Canine Academy Instructor Troy Casey. Officer Casey assisted me with Brando as a friend first and a K9 handler second. I thank him for all of his wisdom and faith in my abilities to perform well. Troy's team from Boston-Suffolk K9, Essex K9, Athol K9 and Westboro K9 will not let him down at the 2003 USPCA Nationals in October. The tournament will be held in Egg Harbor, Atlantic City. K9 Brando and myself will not let Sheriff Cabral or the Suffolk County Sheriff's Department down.

*Deputy Connelly is a K9 Officer at the Suffolk County Jail. He has worked at the Sheriff's Department since 1990. He earned his Masters in Criminal Justice in 2003 from Boston University.*



### What is a Police Dog One Certification?

\*The United States Canine Police Association (USPCA) Police Dog Certification is for a complete police service dog. The certification is a test of all of the abilities of a properly trained service dog should perform.

\*Patrol work requires a multitude of tasks both from the officer and also their canine. Just as officer safety demands a fully trained officer it also demands a completely trained police service dog.

\* The patrol PD1 certification tests areas of:

- Obedience
- Agility
- Suspect search-scent discrimination
- Article search-evidence
- Apprehension of Call OFF, Apprehension and False Start Control-Command Only
- Apprehension with gunfire and ability to protect handler.

*Common Ground* is available monthly for Department employees by the Communications & External Affairs Division at the Suffolk County Sheriff's Department. The newsletter is available to staff and external audiences, and is available at [www.scintranet.com](http://www.scintranet.com) and [www.scsdma.org](http://www.scsdma.org). It is printed as part of an inmate rehabilitation program at the House of Correction.

The Suffolk County Sheriff's Department is committed to becoming the national model for providing effective offender supervision and re-entry services that ensure public safety. The Department serves the cities of Boston, Chelsea, Revere and the town of Winthrop. Employee suggestions are welcome.

Please call 617.989.6687 to contribute.

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## Communications & External Affairs Division Continues Work with Young Adults

The Suffolk County Sheriff's Department Communications & External Affairs Division continued outreach efforts to teens and young adults this summer. Deputy Tom DeRosa has brought more than 300 students from local schools, summer programs and the Junior Police Academy on tours.

In recent weeks, teens and young adults from across Suffolk County have come in for a tour of the facility.

"This is a great opportunity to provide young adults with a chance to see inside one of our facilities," Deputy DeRosa said. "I look forward to providing young adults with a positive look at law enforcement."

Recently, the Sheriff's Department Communications and External Affairs Division has worked diligently to provide more resources towards young adults in Boston, Chelsea, Winthrop and Revere through a variety of outreach efforts.

In addition to the acclaimed Jailbrake program, the Department also hosts tours of the Jail for students of all ages. During the



rest of this summer, more than 200 more young adults will tour the Jail as part of the Boston Police Department's Junior Police Academy and outreach efforts to communities to keep teenagers safe.

The Division also welcomed a visit from the Judicial Youth Corps, a summer program for students of the Boston Public School system who are particularly interested in public service, criminal justice or careers in the law.

The Sheriff's Department has partnered with the Youth Corps Program for several years.

"I am pleased to have such great partnerships with so many youth programs throughout Suffolk County," Deputy DeRosa said. "In addition to providing an educational experience for young adults, we are providing the community with quality programming for young adults interested in criminal justice."

For more information on the Suffolk County Sheriff's Department Youth Programs and Outreach, please contact Deputy DeRosa at x3156.

## COMING SOON

The Sheriff's Department will be redesigning our Intranet site in the coming weeks. If you have any ideas on how to make [scintranet.com](http://scintranet.com) a better tool for us to use in our jobs here, please forward your comments and suggestions to Mark Miller at x3155 or through GroupWise.

## Employee News

### Sheriff Promotes Officers to Corporals

Jay McCarthy and Robert McLaughlin were promoted to Corporal (JO-2) at the Jail on July 1, 2003. Congratulations to Corporals McCarthy and McLaughlin!



### Deputy Superintendent Sumpter Placed on Las Vegas Panel to Locate New Police Captain

Last month Deputy Superintendent Eugene Sumpter was selected to participate as a panel member in the recruitment and hiring process for the position of captain in the Las Vegas Police Department. After a nationwide search, Deputy Sumpter was selected based on his extensive law enforcement and training backgrounds.

### Sheriff's Department Contract Teachers Departing

Three teachers are leaving the Sheriff's Department education division at the end of July.

**Tom Reilly** is moving to San Diego for a sunnier climate. He has applied for teaching in alternative schools for adolescents who exhibit behavioral problems.



**Lisa Bombardieri** is moving to California to attend law school at Pepperdine University.

**Nancy Poteet** is going to work for United South End Settlements.

Best wishes to them on their new endeavors!



### Upcoming Parades

7/27	Puerto Rican Parade	
8/10	Dominican Parade	
8/23	Caribbean Parade	

For further parade information, please contact Deputy Tom DeRosa x3156.



## Sheriff Cabral Announces Free Parking Winners for the Summer

Sheriff Andrea Cabral Announced this quarter's recipients of the free parking spaces. These employees were selected based on their attendance and, in case of a tie, their seniority.

### 7-3 Shift

#### July

William Munroe, Kevin Mullen

#### August

Jay McCarthy, Grace Quirk

#### September

Raymond Peatfield, Katie Edwards



### 3-11 Shift

#### July

George McCallum, Thomas Cloherty

#### August

David Bergeron, William McLaughlin

#### September

Louis Pancia, Joseph Capolino

### 11-7 Shift

#### July

Robert McCarney, Louis McCaney

#### August

Joseph Fitzpatrick, Frederick Pollini

#### September

Edwin Parris, Timothy Cole

\* Cheryl Callahan won a spot but decided to allow someone else to use it.

## SCSD Partipates in West Roxbury's Parkway Family Day



## NATIONAL NIGHT OUT 2003

The Communications & External Affairs Division is looking for volunteers for National Night Out events throughout the city.

If you would like to volunteer, please contact Deputy Tom DeRosa x3156



## SCSD Employee Assistance Program

This information is provided as a service of the Suffolk County Sheriff's Department Employee Assistance Program. Information will be provided monthly in *Common Ground* on employee assistance topics. For more information on the EAP Program, please call Lt. Dan Ryan at 617-328-0096.

### Important EAP Numbers

Lt. Dan Ryan,  
EAP Coordinator  
617.328.0096  
Pager: 617.478.8706

Peer Support:  
On Call HOC:  
617.486.2757  
On Call Jail: 617.486.2275

The peer support team is comprised of men and women, officers and civilians who volunteer to help their fellow employees in need of assistance.

**All calls are completely confidential.**

### House of Correction

*Team Leaders:*

*Mike Powers*  
*Kevin Barrett*  
Anthony Chianca  
Karen Doria  
Kristen Falvey  
John Gaeta  
Sean Glynn  
Robert Hamilton  
Jeanne Internicola  
Brian McPherson  
Marilyn Paniccia  
Robert Pizzi  
John Roberts  
Joe Smoot  
Joe Travis  
Jay Tully  
Linda Wheeler  
James Wise

### Suffolk County Jail

*Team Leader:*

*Jay McCarthy*  
Don Campbell  
Keith Chan  
John Grennon  
Matthew Mullen  
Demaris Smith  
Walter Vasile

### Health exposure officer:

John Grennon

## A.S.S.E.R.T. Yourself!

**Wondering how** to be more assertive? Follow the **A.S.S.E.R.T.** formula.

**"A" – ATTENTION:** The first step in being assertive is to get the other person's attention so they will listen to you.

**"S" – SOON, SIMPLE, SHORT:** Don't delay in being assertive. Assertiveness can become awkward and difficult the longer you wait. Stay brief and to the point.

**"S" – SPECIFIC BEHAVIOR:** Focus on the behavior that compromised your rights, not the person.

**"E" – EFFECT ON ME:** Describe the effect of the other person's behavior on you.

**"R" – RESPONSE:** Say what you want changed or different.

**"T" – TERMS:** Make an agreement with the other person about how to treat you differently in the future.



## EAPs and Teenagers

**Q Can the EAP help me with parenting difficulties I am experiencing with my teenager?**

**A Yes.** The EAP can discuss parenting issues with you. The EAP will meet with you or guide you in finding the right help.

The EAP might suggest a community resource, perhaps through your insurance plan. Drug and alcohol problems, parental conflicts, legal troubles, relationship problems, and depression are common for many teens. The EAP has experience with all of them.

## Helping Kids Not Sweat Summer Camp

Consider these tips for your child's first time away from home: 1. See camp as an opportunity to help a child develop a new sense of self, make new friends, develop new social skills, learn about teamwork and be creative. 2. Prepare for camp together—talking about where to go and what to take. Your child will feel more ownership of the decision to go to camp. 3. Talk about

feelings and concerns. Show confidence in your child's ability to handle being away from home. 4. Do talk about what might be easy and what might be more difficult about the camp experience, but keep the emphasis on fun.

*Source: American Camping Association.*

## Individual Team Building

Try this group team building exercise or modify it to fit your needs. Its major benefit is identifying and sharing the different personal approaches each of you naturally brings to your team in working effectively with challenging individuals:

**Step 1:** During a 60-day period, hold a contest to see who can come up with the most difficult or challenging scenarios. At the end of 60 days, honor the person.

**Step 2:** Meet to categorize the scenarios. Eliminate duplicates. Give each a clever or memorable name. This will help you more easily recall the attributes of this type of individual and the best manner of working with that customer in Step 3 below.

**Step 3:** Meet again to develop strategies. Focus on determining what each type of individual values. What motivates each? What will increase your stress in responding to this individual? What will reduce your stress? Identify who in the group is the expert on this type of individual. This person can be a resource for an other team member when any of you have difficulty working with this type of person.

**Step 4:** Hold the team accountable for applying the effective strategies that were developed and agreed upon. This will help those who have difficulty with certain types of customers to use the strategies and develop new skills.



## Better Eat Your Wheaties



A research study of 80,000 male physicians discovered that those who ate at least one bowl of whole grain cereal per day had a lower chance of dying from heart disease during a five and one-half year follow-up period. The researchers took into account risk factors such as cigarette smoking, high alcohol intake, low physical activity and high cholesterol. The surprise: Every medical cause of death was reduced as a result of eating whole grain cereal compared to men who ate none or who ate refined grain or sugar coated cereal.

What researchers think: Whole grains help lower cholesterol and blood pressure and improve how the body processes insulin and glucose. They also contain more beneficial micro-nutrients, antioxidants, minerals and fiber.

*Source: Feb. 2003, American Journal of Clinical Nutrition.*

## How's Your "APO-B"?

Move over cholesterol screenings, here comes the Apolipoprotein test (or Apo test). The test takes a look at how many tiny fat particles of a certain type are floating in your blood. Having a lot of one kind of Apolipoprotein (type B is the worst) means a high risk of clogged arteries and heart attack.

Cholesterol Levels are still important, but the medical journal Lancet says four studies indicate the Apo-B test is more accurate than cholesterol screening at predicting a heart attack.

If you have lowered your cholesterol, a cholesterol test won't tell you much. The Apo-B test can help such patients spot risk that still exists.

*Source: Lancet, March 1, 2003.*

*EAP Information is provided by FrontLine Employee and is for general information purposes only and is not intended to replace the counsel or advice of a qualified health professional. For further help, questions, or referral to community resources for specific problems or personal concerns, contact Lt. Dan Ryan at 617-328-0096.*

## Sheriff Appoints New Directors of Personnel and Training/Special Operations

Sheriff Andrea Cabral recently appointed Richard Tranfaglia to Director of Personnel and Marty Michelman to Director of Training and Special Operations at the Suffolk County Sheriff's Department.

"Deputy Superintendent Michelman has built an excellent reputation across the state and within this Department as a respected law enforcement trainer," Sheriff Cabral said. "He brings a wealth of talent, skill and creativity to the Sheriff's Department Training Division."

As training supervisor at the Suffolk County Sheriff's Department for the past 13 years, he has provided training to Department staff including basic academy training, firearms training and in-service training.

He has also worked closely with the Massachusetts Sheriffs' Association to provide training to other sheriffs' department personnel and has worked with Sheriff Cabral on adopting new hiring standards for the Department.

Prior to working at the Sheriff's Department, Dep. Supt. Michelman was the training coordinator and lead instructor for the Massachus-

etts Criminal Justice Training Council. He also serves on the Board of Directors for various national law enforcement associations and holds a Master's Degree in Education from Springfield College.

In his new position, Deputy Superintendent Michelman will supervise a full-time training staff whose focus will include, in-service training, training for supervisors and managers and a training and support program for new hires.

Sheriff Cabral has also appointed Richard Tranfaglia to Director of Personnel at the Sheriff's Department. Mr. Tranfaglia began work this month and will oversee all personnel matters including staff recruiting, hiring, retention and support.

"His vast experiences in a wide range of organizations and diverse workplaces are invaluable as he joins the Sheriff's Department," Sheriff Cabral said.

Mr. Tranfaglia has worked in the human resource sector throughout New England. He previously served as a human resource consultant for the Unemployment Services Corporation since

2001. In this position, he worked closely with various organizations, including manufacturing corporations, hospitality firms and financial service companies.

Prior to his employment there, Mr. Tranfaglia was Director of Human Resources for several prominent New England businesses, including Costa Fruit and Produce and the Ninety-Nine Restaurants-Pubs. He also served as Human Resource Manager and Personnel Manager for the Colonnade Hotel and Boston Park Plaza Hotel, respectively.

He is a member of the Northeast Human Resources Association, the Society for Human Resources Management and co-chairperson of the Human Resources Task Force of the Massachusetts Restaurant Association.

Dep. Supt. Marty Michelman can be reached at x2109 and Richard Tranfaglia can be reached at x6525.

## COMMON GROUND

*will resume as a monthly publication again in September.*

*Look for the upcoming edition on September 5, 2003.*

*If there is something that you would like included in the September edition, please contact Mark Miller at x3155.*