

The Essex County Sheriff's Department 2022 Annual Report

Sheriff Kevin F. Coppinger

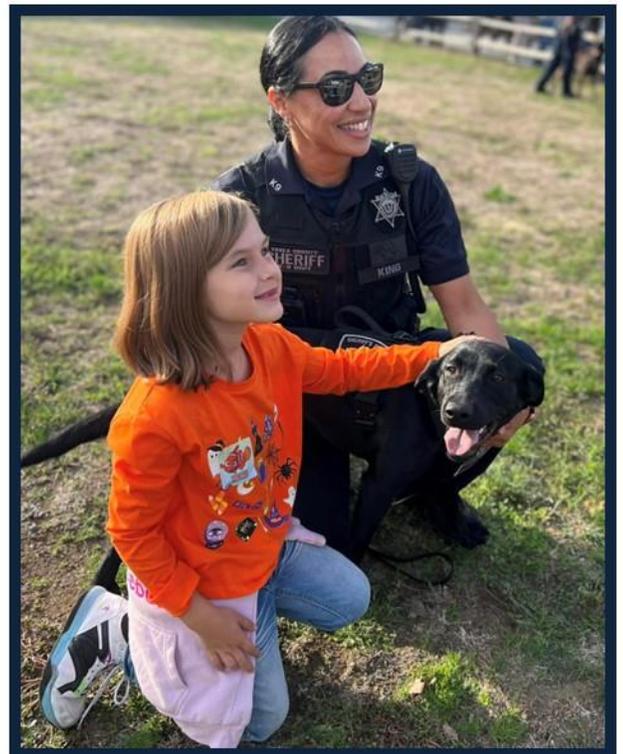


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Sheriff's Message



On behalf of our staff and myself, welcome to the 2022 Essex County Sheriff's Department Annual Report.

Our entire team was happy to return to a more normal routine in 2022. While COVID-19 was still present, through proper protocols, precautions, and contact tracing, we were able to increase and improve services provided to the individuals in our custody and to the public. This was accomplished by what I refer to as "Partnering to Serve."

By working with local schools and colleges, law enforcement agencies, medical service providers, legislators, various vendors, and volunteers, we provided the finest possible care to the 4,685 inmates that were in our custody during 2022. Partnering with Spectrum Health Systems meant providing programs such as Clean and Sober Existence (CASE), the Correctional Recovery Academy (CRA), and our new Supporting Transitions and Re-Entry (STAR) Program. Through our partnership with Volunteers of America, inmates participated in Correctional Opportunity for Personal Enrichment (COPE) and Essex Medication Re-Entry Grant Expansion (EMRGE).

Nonprofit organizations UTEC and ROCA partnered with us on our Opening Avenues for Re-Entry Success (OARS) Program and a host of post-release services for young adults. Working with Northern Essex Community College and Merrimack College meant we had experienced professors teaching college-level courses to inmates. Under a Perkins Grant, we partnered with Essex North Shore Agricultural & Technical High School to offer our Hardscape Program.

In addition to providing excellent care for our inmates, our healthcare provider, Wellpath, oversaw our Medication Assisted Treatment (MAT) Program. The Department of Mental Health, Probation, and other outside agencies worked with our DMH Liaison to ensure each inmate leaving us received a release plan.

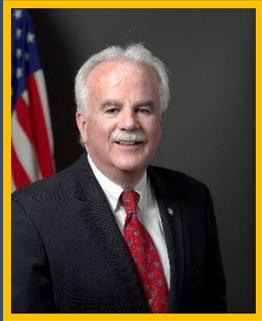
We partnered with many agencies to provide community services as well. Through a High Intensity Drug Trafficking Area (HIDTA) Grant, 498 local children attended our Summer Youth Leadership Academy. Working with local communities and businesses allowed inmates to take part in our Community Service and Work Release Programs. Our Triad staff partnered with the Essex South Registry of Deeds and Senator Barry Finegold to educate elders throughout Essex County about senior scams.

This is but a sample of our Partnering to Serve. I urge you to read more about these programs, and our many collaborations, in the body of this report.

A note of thanks: Having been re-elected, in January 2022 I began my second term as Sheriff of Essex County. I want to thank the people of Essex County for their faith and confidence not only in me, but also in the women and men of this department. We pledge to serve you well.

Sheriff Kevin F. Coppinger

Sheriff Coppinger's Executive Team



Kevin F. Coppinger
Sheriff



William Gerke
Special Sheriff



Dennis Newman
Chief of Staff



Aaron Eastman
Middleton Supt.



Linda Clifford
Supt., Professional Standards



Heidi Mora
ECPRC & WIT Supt.



Robyn Clarke
Civil Process Director



Monica Harris
Executive Assistant



Rick Jeffrey
Chief Legal Counsel



Barbara Maher
Strategic Planning & Policy Director



Joseph McGowan
Legal & Legislative Affairs Director



Deana Piantedosi
Human Resources Director



Kevin Sullivan
Chief Financial Officer

“On behalf of the entire Executive Team, I thank the hard-working men and women of our department for their dedication to the individuals in our custody and the people of Essex County for their continued support.”

- Sheriff Kevin F. Coppinger

Essex County Sheriff's Department

Department Policy

It is the philosophy of the Essex County Sheriff's Department and the Essex County Correctional Facility to promote public safety by incarcerating individuals while maintaining a commitment to reducing crime in the community. The Essex County Correctional Facility seeks to operate a clean, safe, and humane facility with an appropriate range of services, which recognize the individual needs of the offenders.

Mission Statement

Employees of the Essex County Sheriff's Department are committed to a fully integrated criminal justice system, which ensures public safety. Each facility provides an environment which offers opportunities for positive behavioral change, optimizes community reparation, and works collaboratively with the community and other agencies in pursuit of its mission.

This mission is achieved through the following initiatives:

- 1) To protect the public by safely and humanely incarcerating criminal offenders at the appropriate security level consistent with public safety
- 2) To provide inmate work, education, and programming opportunities
- 3) To establish sound policies and procedures
- 4) To inform and educate the public consistent with established policy
- 5) To provide a professional and rewarding work environment for staff
- 6) To develop innovative and cost-effective alternatives to incarceration that enhance the efficiency of the department

Correctional Officer's Core Values

HONESTY – We value the quality of truthfulness, free from deceit or fraud. We hold ourselves accountable and transparent in our duties and responsibilities.

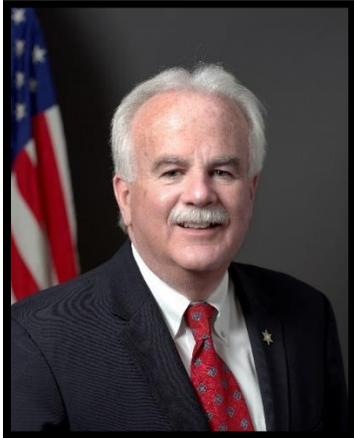
INTEGRITY – We subscribe to the highest standards of moral and ethical conduct. We take pride in all that we do.

RESPECT – We recognize the value of culture diversity and treat all people with professionalism, compassion, and dignity. We vow to protect the rights, liberties, and freedoms of all persons.



Officer Caitlyn Bradbury
2022 Corrections
Professional of the Year

Sheriff Kevin F. Coppinger



Kevin F. Coppinger became Essex County Sheriff in January 2017 and is currently in his second term in office.

Sheriff Coppinger has close to 40 years of law enforcement experience in Essex County. He started his career as a police officer in Lynnfield, before joining the Lynn Police Department in 1985. After coming up through the ranks, he was named Chief of Police in 2009 and held that position until he was sworn in as the Essex County Sheriff in 2017.

One of his first priorities was to increase training opportunities for staff, at all levels, to ensure the safety of all who work, visit, or reside within correctional facilities. His mantra for all employees is “Honesty. Integrity. Respect.” Sheriff Coppinger credits the hard work, service, and professionalism of his employees for the successes seen in Essex County.

Society today demands that correctional facilities strive to address the root causes of crime, including Substance Use Disorder, Mental Illness, and other contributing behaviors while an individual serves out their sentence. Essex County offers a wide range of related programs, including Medication Assisted Treatment (MAT) for those fighting addiction; the Correctional Opportunities for Personal Enrichment (COPE) program offering an innovative option for those needing mental health services; and the Supporting Transitions and Re-entry (STAR) program which is a new community-based program in partnership with dozens of local partners to help individuals remain free of the justice system.

Sheriff Coppinger holds a Bachelor of Science Degree in Criminal Justice from Northeastern University and a Master of Arts Degree in Criminal Justice from Anna Maria College. He is also a graduate of the 203rd Session of the Federal Bureau of Investigation’s National Academy in Quantico, Virginia as well as the FBI-LEEDA Program.

Sheriff Coppinger is an active member of the Massachusetts Sheriffs’ Association, Major County Sheriffs of America, the National Sheriffs’ Association, Essex County Chiefs of Police Association, Police Executive Research Forum, and the Federal Bureau of Investigation’s National Academy Associates. He is a member of the Massachusetts Police Training Committee, as well. Coppinger is also an Advisory Board member for the North Shore Community College’s Criminal Justice Program; Violently Injured Police Officers Organization (VIPO); and UTEC, Inc., a non-profit dedicated to the success of today’s youth.

“While the individuals in our custody did not choose to be here, many of them choose to work to better themselves every day they are with us. My hope is, with the help of our dedicated staff, they will find success.”

- Sheriff Kevin F. Coppinger

2022: By the Numbers

Communities Served	34
Citizens of Essex County Served	807,000
Inmates Processed Through Intake ¹	3,528
Inmates Released	3,759
Average Daily Population (ADP)	
Middleton Facility	1,002
Essex County Pre-Release & Re-Entry Center	76
Including 5 on the Electronic Monitoring Program (bracelet)	
Women In Transition Facility	<u>14</u>
Total	1,092
One-Year Recidivism Rate	21.35%
(Released in 2021. Measured one year later, in 2022)	
Inmate Visits (all facilities, privileged, and nonprivileged)	13,842
Inmate Video Conferences and In-person Court Appearances ²	12,730
Academized (uniformed) Staff	460
Non-academized Staff	67
New officers (36 through our Basic Training Academy and one transfer)	37
Activated for Military Service	10
K-9 teams	9
K-9 deployments	1,268
Doses provided for rehabilitation purposes in the <i>Medication Assisted Treatment (MAT) Program</i>	54,740
Hours of clinical education provided by Spectrum Health Systems staff to Women In Transition (WIT) residents	653
Individuals referred to the <i>Clean and Sober Existence (CASE) Units</i>	401
Individuals served by the <i>Supporting Transition and Re-entry (STAR) Program</i> ³	135
Participants enrolled in the <i>Correctional Opportunity for Personal Enrichment (COPE) Program</i>	79
Pounds of produce donated to schools and non-profits from the farm at the Essex County Pre-Release & Re-Entry Center (ECPRC)	19,790
Vehicles	107
Miles Driven	900,000
Meals Served to Inmates	1,190,265

1) Middleton (3,466) and WIT (62) only, as ECPRC inmates are processed through Middleton.

2) Inmate Video Conferences (6,224) and In-person Court Appearances (6,506).

3) STAR opened to the public in April 2022, so the 135 reflects April-December 2022 only.

Department Overview



“You gotta be here.” If Special Sheriff William Gerke had a slogan, this would be it. This applies not only to his reputation for putting in long hours, but also to his ability to stay in the present and resolve issues.

Special Sheriff Gerke oversees the daily operations of all our facilities, establishes and maintains positive working relationships with local, state, and federal entities, and helps in monitoring department policy and procedure.

“You manage things; you lead people.”
Rear Admiral Grace Hopper, U.S. Navy (ret.)

To fulfill the mission of the Essex County Sheriff’s Department, our 460 academized staff and 67 civilian personnel, as well as our volunteers, vendors, and subcontractors work as a team. We operate three correctional facilities, two Civil Process locations, a Training Center and a Supporting Transitions and Re-Entry Program (STAR).

Within our three facilities, we had an Average Daily Population (ADP) of 1,087 inmates in custody and another five on electronic monitoring (see Table 1).

Table 1: 2022 Average Daily Population			
Facility	In House	Electronic Monitoring Program (EMP)	Total
MIDD	1,002	0	1,002
ECPRC	71	5	76
WIT	14	0	14
Total	1,087	5	1,092

3,528 inmates were processed through Intake:

- **11 safekeeps** through Middleton. They are held overnight or during a weekend for local police departments or the Massachusetts State Police, while awaiting their initial court appearance.
- **2,864 pre-trial** awaiting trial or while their trials are in progress: 2,845 through Middleton and 19 through the WIT.
- **653 sentenced:** 610 through Middleton and 43 through the WIT.

The 653 sentenced inmates in 2022 had a total of 1,971 charges against them.

3,759 inmates were released:

- **12 safekeeps** through Middleton.
- **2,919 pre-trial:** 2,901 through Middleton and 18 through the WIT.
- **828 sentenced:** 595 through Middleton, 192 through the ECPRC, and 41 through the WIT.

ECSD's Three Correctional Facilities

Middleton Facility



As the Middleton Correctional Facility continues to operate in the haze of COVID-19, Superintendent Aaron Eastman credits the accomplishments of the facility to the resiliency, mental fortitude, and work ethic of the dedicated men and women of ECSD. As Superintendent Eastman explained, "It is without question that our staff is the reason ECSD continues to thrive."



Whether he is analyzing policy (left) or running a Tactital Team exercise (right), Superintendent Eastman is a hands-on manager.

Asking the question "Why?" is not something that typically lives in a law enforcement agency. We have been trained, lived, and grown in a paramilitary environment, following lawful orders without hesitation. This paramilitary model utilizing rank, policies, and procedures, has served the Essex County Sheriff's Department well throughout its existence, maintaining command-and-control during emergencies and, yet, evolving to a more service-oriented mindset during day-to-day operations.

With the department's newest generation of staff, our next evolution is explaining "The Why". These new Officers have a thirst for knowledge and a healthy curiosity. We must provide them answers. We will continue to educate and train our staff - of all generations - to work together to accomplish the goals and mission of the Essex County Sheriff's Department.



The main entrance to the Middleton House of Correction & Sheriff's Headquarters

At times, it seems that law enforcement officers both want change but despise it at the same time. We want the best and most updated technology, equipment, and training, but may be uncomfortable when the way we are accustomed to doing things suddenly changes. One thing is for certain, we cannot stop change. Rather, we must embrace it. Embrace "The Why," while continuing our paramilitary command and control to maintain safe and secure facilities.

The Essex County Correctional Facility was originally built for 550 inmates in a single-inmate-per-cell environment. However, the facility was quickly converted to double bunks. Correctional facilities like Middleton were never constructed with a worldwide pandemic in mind. In response, our daily operation became fluid and continues to evolve as needed. Housing units and inmate services are constantly being transformed and altered to keep staff and inmates safe.

Middleton’s Average Daily Population (ADP) had decreased from 1,142 inmates in 2019 to 937 in 2020 while we dealt with the closures of courts, community-based programs, and service providers due to COVID-19 . Over the last two years, we have seen our daily population numbers continually increase as the country comes to grips with the post COVID-19 “new normal.” Essex County Correctional Facility’s Average Daily Population increased from 960 inmates in 2021, to 1,002 for the year 2022.

Facility Enhancements

Construction projects continue to progress and be implemented at the Essex County Correctional Facility. The 80-Bed Unit (pictured right) has undergone a major renovation which included new windows, siding, security ceilings, as well as heat and air conditioning systems. Work has begun to replace the 240 Building roof which includes all new HVAC equipment. This will continue into 2023. Repairs and upgrades have



been made to our fencing throughout various parts of the Middleton Facility. The Division of Capital Asset Management and Maintenance (DCAMM) has also been working with ECSD to continue projects on our Voke Building and to possibly develop a new Inmate Services Building. In addition, the bathroom in the Gym will also be renovated, to include new showers. Read more about these projects in the *Facilities & Maintenance* section.

Cameras & Door Controls



An overhaul of the camera system at the Middleton Facility is currently in the design phase with the Division of Capital Asset Management and Maintenance (DCAMM). This upgrade would increase the safety and security in the facility through replacement of the cameras and monitor stations, the motors in our sliding doors and gates, as well as the door controlling hardware and software for a completely new operating system.

Personnel

Staffing has continued to be an ongoing and ever-evolving issue, not only at ECSD, but throughout law enforcement nationwide. In 2022, the Training Division began running three Basic Training Academies and graduated 36 new Officers. With retirements, the department loses invaluable experience. However, despite the loss of personnel, rank, and leadership there is the excitement of promotion and opportunity for the rank and file of the Essex County Sheriff’s Department. We also had one officer transfer from another department, five Sergeants promoted to Lieutenant, and four Lieutenants promoted to Captain.

The men and women of the Essex County Correctional Facility were, without question, the driving force behind the success of 2022. “I am thankful for everyone’s continued professionalism and dedication to the Essex County Sheriff’s Department. It is through their resilience that we will

persevere and look forward to the future endeavors of the Essex County Sheriff's Department not only for 2023, but the years to come as well," said Superintendent Eastman.

COVID-19 Tracing

Not just in Middleton, but in all our facilities, our team, consisting of medical, clinical, and correctional staff continued to provide necessary testing and treatment without interruption. Through leadership, communication, and necessity-driven innovation, ECSD Community Tracing Collaborative (CTC) Program delivered all medical and clinical services. The preservation of treatment continues today as we navigate COVID-19 issues.

Inmates

Wellpath staff remained diligent in testing the inmate population for COVID-19. In 2022, 472 inmates tested positive. In addition, Wellpath conducted contact tracing in order to limit the spread.

Staff

We provided Rapid Tests for our employees. Testing was done individually (i.e., self-administered) and by shift commanders in their office. If an employee tested positive, they were sent home and our Human Resources Division was contacted. In 2022, 258 employees and 43 vendors tested positive for COVID-19. For test details, see the *Human Resources* section.

Our thanks to our staff for their continued comradery and dedication.



"When you hand good people possibility, they do great things."

- Biz Stone, Co-founder of Twitter

Programs, Re-Entry Services & Supporting Transitions and Re-Entry (STAR)

Supporting Transitions and Re-Entry (STAR)



In 2022, the STAR Program got off to an incredible start with some amazing staff and participants. In anticipation of the office opening in March 2022, all STAR staff spent one week together getting oriented to the program model, learning about their roles and responsibilities, and of course, participating in some team building activities.

Since opening to the public in April 2022, the program has received 405 referrals, and has served 135 individuals between our Lawrence and Lynn offices. Most of the referrals (290) were from the three ECSD facilities, with other referrals coming from Parole (9), self (12), courts/Probation (33), and community (61). Of these 61 community referrals, 52 came from the Lynn Police Bike Patrol Team. While we anticipated that the majority of our participants would be stipulated (required to attend), quite the opposite has happened, with nearly 80% of our participants attending voluntarily.



The rate of voluntary attendance speaks to the skills, dedication, and compassion of the staff, comprised of a multi-disciplinary team from ECSD, Spectrum Health Systems, and Northern Essex Community College (NECC). By design, the staffing and programming at STAR mirror what is offered in Middleton, the WIT, and ECPRC. Participants can transition seamlessly into the same groups and classes in a community-based setting.

In 2022, we welcomed several new team members. Tom Mannix became the second STAR Navigator in the Lynn office. Ariana Barbas joined Spectrum Health Systems as a clinician in the Lynn office. Samuel Rosario (pictured right), who was working part-time as a collector for ECSD, transitioned into a full-time roll with Spectrum as the Life and Career Navigator. In December, both programs were nearing full staffing capacity with new hires scheduled to start orientation in early January of 2023.



Spectrum Life & Career Navigator
Samuel Rosario and STAR
Administrative Assistant Toni
Begley

A major focus of the STAR Program is to help participants connect to their own communities for the support and services they need for stability, growth, and sustained progress.

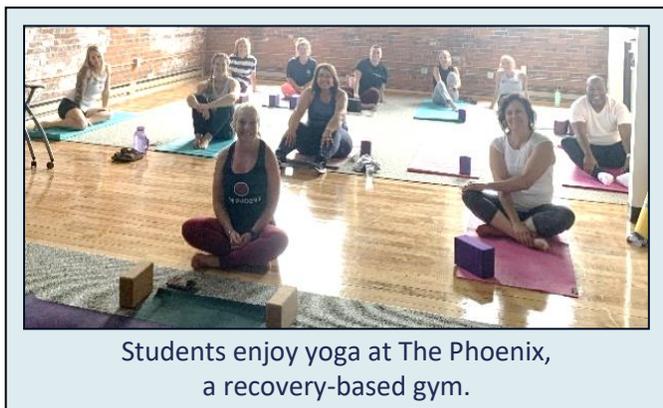
If participants are already engaged in pro-social activities in the community such as employment, recovery, mental health treatment, recreational past times, faith-based involvement, or volunteering, we adjust their schedule and even include these activities in the required programming hours.

“The most exciting part of the STAR Program is the individualized services provided to each participant.”

- Jessica Oljey, Assistant Superintendent of Programs,
Re-Entry Services & STAR

To ensure staff have resources available, over 130 partners have visited the STAR centers, including:

- State agencies: Department of Mental Health, Department of Children and Families, Department of Developmental Disabilities, Department of Youth Services, Massachusetts Rehabilitation Commission, Department of Correction, and Massachusetts State Police
- Housing assistance organizations and other support services: Greater Lawrence Community Action Council, Haverhill Community Action, Bridgewell, Lynn Shelter Association, Eliot Community Human Services, various housing authorities, and MASH certified sober homes
- Mental health and substance use organizations: Family Continuity Advocates, NFI Massachusetts, Eliot Community Human Services, Healthy Streets, Children’s Friend & Family Services, and Veteran Services
- Faith-based organizations: Grace Nation, Leaving the Streets Ministry, and Kingdom Voices
- Justice partners: District and Superior Courts, Family and Probate Courts, Massachusetts Probation, Region Three Parole, Federal Probation, Lynn Police, Lawrence Police, Haverhill Police, and Committee for Public Counsel Services
- Young Adult Justice partners: UTEC and ROCA
- Fitness/wellness organizations: The Phoenix gym, and the YMCA
- Substance use MAT caregivers: Brightview and Cleanslate
- Vocational training partnership and employers: Washcycle, DJ Fabricators, Inc., A.W. Chesterton, Volunteers of America, and MassHire
- Medical health: Lynn Community Health Center, Greater Lawrence Family Health Center, and Pentucket Medical Center
- Inpatient substance use facilities: Recovery Centers of America, Gatehouse Treatment, Beth Israel Lahey Health Behavioral Services, and AdCare
- Women-serving programs: Amirah and Dinah’s House
- Technology Literacy: Google IT and Tech Goes Home
- Educational Partners: Northern Essex Community College (NECC), North Shore Community College (NSCC), and Merrimack College



Students enjoy yoga at The Phoenix, a recovery-based gym.

Counting on success!

One participant achieved his HiSET and was looking forward to the next steps for employment and education.

Two participants completed the Tech Goes Home Curriculum, which gave them access to free internet for a year and a new Chromebook.

Three individuals, previously homeless, were assisted with housing, including placement in a sober home and funding, single room occupancy unit, and subsidized housing.

Six participants got assistance with obtaining detox beds; many of whom have had two months or more in recovery following discharge.

Eight participants were connected to support groups, medical treatment, mental health, and substance use treatment at the Lynn Community Health Center.

Ten participants were accompanied by staff to Brightview for intake.

Perhaps our most significant success is the graduation of nine STAR participants. Upon meeting the requirements for graduation, they were recognized at a ceremony held at the Lynn Police Station in December 2022.

Two participants spoke and shared their stories of overcoming barriers, increased self-awareness, obtaining and maintaining sobriety, reconnecting with family, and making positive changes toward better lives.

In addition to the graduation certificates presented by Sheriff Coppinger, all participants were issued citations by both Representative Peter Capano and Senator Brendan Crighton. Of the nine participants who graduated, six have continued working with STAR to pursue their goals.

Using the STAR Management System, developed by Kosta Spanos of ECSD's IT Department, the program securely and electronically stores all case-related participant data for ease of access and communication among team members. The system also tracks important data such as referral sources, stipulated or voluntary participation, case plans, and reviews. This includes goals and objectives achieved by the participants, the aggregate level of risk of participants, and average daily census. Using this data, we can best serve our participants, solicit additional funding, understand our gaps related to community partners, and improve our programming and operations.



Congratulations Graduate!

L to R: Sheriff Coppinger, graduate Tedje M., STAR Program Director Stacie Bloxham and Assistant Superintendent Jessica Oljey

"The STAR Program directly impacts so many individuals. I was happy to be involved in such a wonderful project."

- Kosta Spanos, Systems Manager

Thank you, Lynn Community Bike Patrol Team

During our visit to Lynn District Court in April, the Lynn Community Bike Patrol Team turned out in full force to hear the presentation. The rest is history, as this was the beginning of a solid relationship between the members of the Bike Patrol Team and the STAR Program. Not long after this introduction, the team visited STAR to take a tour, learn more about the program, and began to develop relationships with the staff. Since then, they have been an invaluable asset to the STAR Program, making 53 of our 61, or 87%, community referrals in 2022.

Often, the individuals they work with struggle with housing instability, substance use, and mental health issues. Leveraging the relationships they have developed with people in the community, these officers often convince individuals to come tour and try out STAR. Team members have accompanied people to their intakes and followed them through the orientation process, if that is what is needed and desired by that participant. The trusting relationships they have worked hard to develop with an often traumatized and fragile population speaks volumes about their dedication to the true meaning of community policing.

At our first STAR graduation in December, the entire bike team, as well as one of its individual members, Taylor Haberek, were recognized for their significant contribution to the growth of the program. We cannot thank them enough for being consistent and caring partners for the individuals, the larger community, and the STAR community in particular.



L to R: Sheriff Coppinger, Lynn Police Department Bicycle Team with Officer Taylor Haberek displaying his ECSD Citation, Director Stacie Bloxham, and A.S. Jessica Oljey

Teamwork! Some of STAR's many supporters pictured below are (L to R): Lynn Mayor Jared Nicholson, Lawrence Mayor Brian DePena, Representative Peter Capano, Senator Brendan Crighton, Lynn Police Chief Christopher Reddy and Congressman Seth Moulton.



In April, the STAR Program welcomed Lawrence Mayor Brian DePena and his staff as they toured the facility and discussed ways the STAR Program can support and be of benefit to the Lawrence community. Hearing about the issues currently facing the city, including the growing homeless population, individuals struggling with substance use, and the threat of gang violence, inspired STAR leadership and staff to identify next steps for programming, connecting with community partners, and other ways to support the city in their efforts for a better community.

In July, Sheriff Coppinger and STAR Director Stacie Bloxham met with Lynn Mayor Jared Nicholson to share information about the continuum of care offered by ECSD. Sheriff Coppinger spoke of the many programs and opportunities available to individuals while in custody and shared how this programming can continue in the community at the STAR locations.

Essex County Re-Entry Vocational Training Center Program

ECSD, in collaboration with Volunteers of America Mass (VOAMASS), opened the “Pathway Home,” or Essex County Re-Entry Vocational Training Center Program, last year to serve 450 sentenced inmates of the Middleton facility, ECPRC, and WIT. The program is 42 months in length and is geared toward providing workforce services for inmates prior to release, and continued services after release for participants returning to Essex County. The program goals are two-fold: to help reduce recidivism and to help fill labor needs of the community.

VOAMASS provides case management to program participants with obtaining housing, assistance with meeting basic needs, legal services, substance abuse, mental health treatment, and other services needed to prevent recidivism through a comprehensive partner network. Participants can enroll in C-Tech (advanced technology) training, Asbestos Supervisor Training, Hazardous Waste Operations, Emergency Response Training, Northern Essex Community College (NECC) Career Readiness Program, Financial Literacy classes, and receive a credential upon Hardscape Program completion. Table 2 above illustrates our Pathway Home Program participation. Read more about C-Tech in the *Education* section.

Facility	Participants
ECPRC	93
Middleton	66
WIT	23
Total	182

During 2022, 56% of program participants gained at least one C-Tech certification and 135 program participants were employed. Other noteworthy accomplishments include: eight participants having completed courses at Lawrence Training School, two participants having taken college classes at NECC, and two participants having completed courses at New Hampshire School of Mechanical Trades.

Success Story: After serving time in a state prison, Tom was seeking a second chance while completing his sentence at the ECPRC. He earned C-Tech certification while incarcerated and with the assistance of VOAMASS, enrolled in schooling for a Class A Commercial Driver’s License upon release. Tom remained committed to his goal and after months of training, he obtained his Class A Commercial Driver’s License (CDL). With his license, Tom secured employment and is earning \$28 an hour.

Programs & Treatment

We offer a comprehensive collection of treatment programs, education/vocational classes, and religious/spiritual programs in each of our three facilities. Spectrum encourages all individuals to participate in as many groups as they can to help gain skills that can be used in their everyday lives and to help them be successful in making better decisions upon re-entry.

Some of the offerings at our Middleton facility

- Correctional Recovery Academy
- Parenting Skills
- Alternatives to Violence Program
- Life Skills
- Anger Management
- Recovery Maintenance & Enhancement
- Conflict Resolution
- Victim Empathy
- Health & Wellness
- Cognitive Behavioral Therapy (CBT)
- Title One Education
- College and Career Readiness
- College Credit Courses offered by NECC and Merrimack College



Our *Alternatives to Violence* is one of our more challenging courses

Opening Avenues for Re-Entry Success (OARS) I & II

OARS is based on the idea that, “Every Obstacle is an Opportunity.” The students attended and completed over twelve weeks of programming and earned certificates in education, clinical services, and community partner programming such as ROCA, UTEC, and Merrimack College. Each student has up to five hours per day available to them in our Lower Programs area, therefore providing more educational, health, and counseling opportunities. Each student is able to enroll in a wide variety of course options and allowed longer periods of time to engage.

Correctional Recovery Academy (CRA)



CRA is a modified Therapeutic Community (TC). A TC involves a highly structured treatment approach where individuals are expected to learn respect, accountability, and recovery skills. These skills are gained through having assigned roles within the community, daily job expectations, and an established curriculum. To gain the best outcome, the CRA utilizes evidenced based cognitive behavioral curriculum which is ingrained through a daily routine.

The CRA provides group and individual treatment with a primary focus on substance abuse. The program also helps develop plans for pre-release and aftercare treatment to sentenced individuals when in a residential setting. The program requires three phases of treatment over a six-month period where participants are introduced to the program, taught socialization and recovery skills, and share progress on goal-oriented treatment.

Restrictive Housing Unit (RHU) Program

The goal of the RHU Program is to provide support and skill development to foster and promote prosocial institutional and community adjustment. Spectrum, along with ECSO, currently offers programming for five hours per week (one hour daily). Topics include health and wellness, pre-employment skill development, and Cognitive Behavior Therapy related to how individuals understand the steps before behavior happens, stopping or changing how they engage in behavior, and how they think about situations.

Partnering with local institutions allows for excellent educators

Brittnie Aiello, Merrimack College



Brittnie is a professor as well as Chair of the Criminology & Criminal Justice Department at Merrimack College, and the founder and Co-Director of the Merrimack College Jail Education Project (JEP).

Brittnie has a Ph.D. in Sociology from the University of Massachusetts. Her research focuses on the experience of incarcerated mothers and their children, as well as the practice of teaching and learning in jail. Her work has been in many publications, including *Punishment and Society*, *The Journal of Prisoner Education and Reentry*, *Women's Studies International Forum*, and *Contemporary Justice Review*.

We are happy that Merrimack resumed coursework at ECSO this fall after a COVID-19 hiatus, with Brittnie teaching *Introduction to Criminology*. On coming back to teach the inmate population, Brittnie said, "Returning to Essex County has been great. I had a small, hard-working group of students that really embraced the learning process."

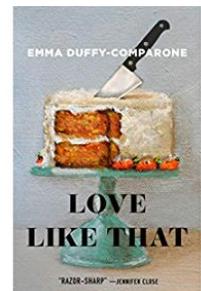
Emma Duffy-Comparone, Merrimack College



An award-winning writer chooses to focus on incarcerated individuals

What do you do with your writing talents once you have won two Pushcart Prizes, awards from the Bread Loaf and Sewanee Writers' Conferences and many more accolades; after your book, [Love Like That](#) receives praise in *Vanity Fair* magazine, is named a "Best new book of 2021" by *Vogue* magazine, and is named one of the "Five Hot Books" by The National Book Review? If you are Emma Duffy-Comparone, Associate Professor of English at Merrimack College, you invest your time in teaching inmates.

Holding an MFA in Creative Writing from Boston University, Emma is Co-Director of Merrimack College's Jail Education Project (JEP) and teaches regularly in the program. Under her leadership, JEP has expanded to a variety of disciplines, with a focus on general education courses that are easily transferable. Emma taught *Introduction to Creative Writing* at the ECPRC last summer and will be teaching an English course at the WIT. This spring, Merrimack will be offering *Songwriting*, *Introduction to Public Health*, and *Introduction to Creative Writing* at our Middleton facility.



Merrimack College Credit Courses

Since 2017, Merrimack College has been providing college credit courses for students incarcerated with the Essex County Sheriff Department. In 2022 this long-standing partnership was formalized to continue to provide a full spectrum of educational programming. Course offerings with Merrimack College have been the perfect complement to existing classes offered by Northern Essex Community College and have provided students with a broader range of coursework.

In 2022, Merrimack College was approved to offer a *Certificate in General Studies* for incarcerated students. This credential was awarded to one inmate at ECSO in 2022. By offering college credit courses through NECC and Merrimack College, students have a greater chance of success.

Wendy Taylor, NECC



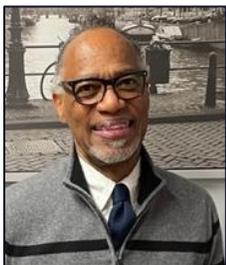
Wendy’s passion for social justice, commitment to equitable access for all to education, and desire to provide opportunity to marginalized populations brought her to NECC and ECSD. In June 2022, she came on as the Education Director of Corrections, working for Northern Essex Community College through the NECC/ECSD Education Partnership.

With a focus on expanding technology in our curriculum, Wendy has forged a partnership with MIT’s The Education Justice Institute (TEJI) and the Massachusetts Prison Education Consortium (MPEC), bringing MIT postdoctoral students into the classroom virtually to co-teach with NECC instructors. Another priority will be developing our Adult Basic Education Program, for which we were awarded a grant by the Department of Elementary Secondary Education. Read more about this in the *Grant Funding* section.

Wendy brings a wealth of experience to ECSD:

- A Master’s Degree in School Counseling
- 26 years’ experience in education, 16 of which are in criminal justice
- 14 years at the Collaborative for Educational Services/Department of Youth Services Initiative, supporting juvenile justice-involved youth with their education and transition, and overseeing MCAS testing statewide and creating the DYS College Program

Harold du Four-Anderson, LADC



A graduate of Boston University, Harold holds a Master’s Degree in Education and is a Licensed Alcohol and Drug Counselor (LADC). In 2022, he was appointed director of our Essex Medication Re-Entry Grant Expansion (EMRGE), formerly known as the EMAT program. EMRGE is designed for incarcerated and justice-involved individuals with opioid and/or other substance use disorders. It is a collaboration between Volunteers of America of Massachusetts and the Essex County Sheriff’s Department.

Harold has had extensive experience in behavioral health, human services, and criminal justice, having served as Substance Use Disorder Manager at MCI Framingham. He also worked for several years as the clinical supervisor on the Acute Treatment Services Unit at the Dimock Community Health Center’s detox facility in Boston and program director of New Hope, a residential substance use treatment facility in Weymouth.

In 2022, Thomas “Tom” Joyce became our Barber Instructor, bringing over a dozen years’ experience. Tom is a licensed Master Barber and Instructor in both Massachusetts and New Hampshire. Tom owns The Barber Academy, a barber school in southern New Hampshire.



Tom hopes to build a successful barbering program to help inmates succeed upon release. He is grateful for the opportunity to work with ECSD and is very optimistic about the future and how he can continue to support the trade of barbering.

Build A Bridge Scholarship has a huge impact



L to R: Assistant Superintendent of Programs Jillian Nelson, Sharrone B., and Bill Rawls

Sharrone B. was all smiles when he was presented with the scholarship by Bill Rawls. During his time at our facility, Sharrone worked hard in our programs. His efforts were rewarded with a \$1,000 *Build A Bridge Scholarship* to continue his education upon release. The scholarship was awarded on behalf of the Essex County Community Foundation (ECCF).

During his incarceration, Sharrone earned his HiSET (High School Equivalency) and took the *Microsoft Office Course*. He also completed *Introduction to Psychology*, offered by Northern Essex Community College, earning three college credits!

"I'm Excited about the future!"

- Student Sharrone B., upon receiving his \$1,000 scholarship

Classification

The primary goal of the Essex County Correctional Facility's (ECCF) classification process is to provide a systematic means by which the security requirements and programming and treatment needs of inmates are met in relation to department rules and regulations, statutory requirements, and available resources.

The unique aspect of Classification at the ECCF is that all inmates, both sentenced and pre-trial, have opportunities to be considered for housing in the many specialized programming units. Although COVID-19 protocols are still in the forefront of our daily routine, Classification staff frequently conduct unit rounds as a routine practice and avail themselves to inmates to answer any classification questions about housing, sentence structure, re-entry information, or other issues.



A.S. Murtagh (L) with new Director of Classification Lt. Courtney Cosgrove

Personnel



Caseworkers Jonathan Carbone and Ivette LaFave

In November 2022, the Classification Division welcomed a new Director of Classification. Lieutenant Courtney Cosgrove was selected from a highly motivated group of Lieutenants to lead the transformation of the present Classification system into a new Objective Jail Classification (OJC) system. Lt. Cosgrove brings with her much knowledge, enthusiasm, and out-of-the-box thinking. She has worked at both the Middleton facility and the ECPRC which affords her an even broader understanding of the current and future Classification process.

On a daily basis, Assistant Director Anthony Mallia and Caseworker Jonathan “Jon” Carbone work tirelessly classifying general population, as well as at-risk and youthful offender inmates throughout the facility in order to ensure that each inmate is afforded the opportunity to be involved in treatment and programming in order to enhance their potential for successful reintegration back into society. Assistant Director Mallia, although in his current position for only a year, has worked with Classification Caseworkers, Programming, Housing, Medical/Mental Health, and Security staff to learn and when necessary, adjust the Classification process.



Inmate Orientation

All Caseworkers, as well as Endicott College intern, Jacob Ross worked together in 2022 to ensure sentenced and pre-trial inmates received inmate orientation. The following topics are reviewed: unit emergencies, abuse and conduct policy, fire safety, Prison Rape Elimination Act (PREA), classifications, suicide prevention, Americans with Disabilities Act (ADA), inmate rules and sanctions, institutional movement, cell decorum, programs, religious services, toxic/caustic materials, medical/mental health services, indigency, grievance procedure, visits, mail, telephones, and institutional counts.

Classification Boards and Reviews

Initial Classification Boards, chaired by Caseworker Maryanne Thibault, Return to Higher Custody Boards, chaired by Caseworkers Jon Carbone and Ivette LaFave, and ECPRC Boards, chaired by Assistant Director Anthony Mallia are held daily, weekly, or monthly depending on the need. These boards are three-member boards that are chaired by the Classification representative.

Caseworkers meet with each inmate on their caseload every sixty days to review and update the inmate’s status. Caseworkers will also meet with an inmate on their caseload prior to their 60-day review if needed, at the inmate’s request, or if there is a change in the status of their case.

Restrictive Housing Unit Classification Boards/Practices

Caseworker Jennifer Poulin is the Classification representative and the Chairperson for the RHU Review Boards. Mandated by the Criminal Justice Reform Bill, the review board discusses RHU cases on a regular basis. These reviews, conducted by a multi-disciplinary team, are scheduled to attempt to find alternative housing options, provide mental health services, and encourage program participation.

The board convenes every Monday, Wednesday, and Friday in the RHU and on average meet with four inmates per meeting. Topics include health and wellness, pre-employment skill development, and Cognitive Behavior Therapy (CBT). CBT focuses on helping the individual to understand the steps before behavior happens, stopping or changing how they engage in behavior, and how they think about situations. In 2022 the board saw a total of 156 inmates and were able to successfully divert them out of RHU and into general population, protective custody, or programming housing units.

Inmate Transfers

Another tool in the Classification Caseworkers toolbox is having the ability to transfer inmates among the thirteen other Massachusetts Sheriffs' Departments. Caseworker Jon Carbone coordinates the inmate transfers both in and out of our facility.

In 2022, we transferred 69 inmates out to other counties, and we accepted 46 inmates from other counties. Reasons for transfers include staff conflict, high profile inmates, enemy issues, gang affiliation issues, disciplinary issues, specific programming needs (e.g., veterans or individuals with mental health issues) as well as requests from the Massachusetts State Police and or District Attorney's Office. We look forward to working on many issues with newly elected Essex District Attorney Paul Tucker.



Paul Tucker
Essex District Attorney

Re-Entry Planning

The Classification team has a crucial role in the daily operations of the facility and the link to community-based resources that are vital to the mission of the department. Re-entry planning begins at intake. Caseworker Lynne Hansen collaborates with Transitional Housing & Services and the Mass Health application to encourage the development of individual re-entry plans for sentenced inmates who are housed in units where re-entry planning is not available.



Caseworker Hansen works with inmates who are referred to her after being approved for parole. In this effort, ECSD works with the Massachusetts Parole Board and Probation, in partnership with the Massachusetts Alliance for Sober Housing (MASH). MASH funding provides rental assistance for people leaving incarceration on Probation and/or Parole.



Inmate Driven Care

Partnering with Department of Mental Health



L to R: Caseworkers Jennifer Poulin and Maryanne Thibault bring a wealth of experience to their jobs.

Caseworker Jennifer Poulin works with a DMH liaison to ensure each inmate in need, whether sentenced and pre-trial, receives a release plan where DMH Caseworkers, Program Directors and Probation Officers are all involved. ECSD has increased the use of video conferences, an invaluable tool that allows numerous parties to collaborate in the development of a comprehensive release plan for the inmates.

ECSD partners with DMH as well as community organizations such as UTEC and ROCA for release services for our younger population with mental health issues. In 2022, Caseworker Poulin maintained an average caseload of 40 DMH clients.

Sex Offender Population

In accordance with M.G.L c.6, 178c, a Classification Caseworker shall determine who shall register as a sex offender utilizing information acquired from the inmate’s Board of Probation (BOP) and Interstate Identification Index (Triple I) and make all required notifications. Caseworker Jennifer Poulin is our department’s Sex Offender Registry Board (SORB) representative and has an average caseload of 50 individuals.

In addition to coordinating their treatment, programs, and classes while incarcerated, Caseworker Poulin prepares these inmates for life after incarceration. While developing release programs for this population is often difficult, parole has an extensive list of Sober Houses/Residential Programs within Massachusetts willing to take sex offenders on parole and some inmates transitioning to probation upon release. This helps to alleviate some challenges in placement.

Transgender Population

We continue to evaluate and adjust our Transgender policy as necessary to ensure that we are in compliance with the Criminal Justice Reform Act requirements. Each inmate who is admitted completes a Transgender Identity form, allowing Classification staff to provide appropriate housing and care for each inmate.

ECSD has a Gender Identity Team, which is comprised of Classification, Medical, Mental Health, Security, and Prison Rape Elimination Act (PREA) staff. In 2022, this team met with all transgender inmates to make sure that their needs were met during their incarceration.

Caseworker Poulin facilitates transgender training to all staff at ECSD. In 2022, she became a member of the Transgender Training Institute to better educate staff on increasing knowledge, decreasing prejudice, and building skills to effectively deal with the unique issues that our transgender population faces during incarceration.

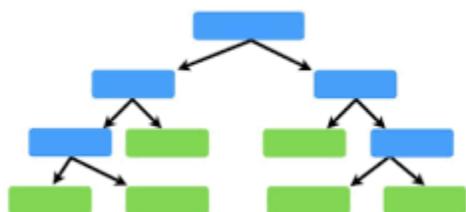
Working with Probation and Parole

During an exit interview, whether an inmate is sentence-expiring or being paroled, a Classification Caseworker will meet with the inmate to determine an address, probation status, referral to residential programs, sober housing or outpatient programs, medical and mental health needs and complete MassHealth registration if needed.

Objective Jail Classification (OJC)

Classification turned a new page in 2022. With the addition of Lt. Cosgrove, the Classification Division is working with Sheriff Coppinger, Special Sheriff Gerke, and Superintendent Eastman, toward implementing an Objective Jail Classification (OJC) System with the goal of improving the level of safety for staff and inmates. In 2022, we assessed our current system and looked into new systems

that would improve our facility and daily operations. ECSD has decided to adopt the Decision Tree Classification Model. This model utilizes a series of questions involving criminal charges, institutional behavior history, and social factors of an inmate to determine what type of custody level they are: high, medium, or low.



This new tool will provide higher predictive accuracy of inmate behavior and be used to house inmates together who have similar security levels. Good classification is good security, and this change will ultimately increase inmate accountability.

In 2022, Superintendent Aaron Eastman, Assistant Superintendent Jason Faro, Assistant Superintendent Kimberly Murtagh, Lt. Courtney Cosgrove and Assistant Director Anthony Mallia attended OJC training to learn best practices and prepare for the overhaul of our Classification process and the development of a validated Classification system.

A.S. Murtagh (Intake Operations, Criminal Records and Classification) shared her thoughts, “This is an exciting time for the Classification Division, as well as ECSD as a whole. I am looking forward to implementing an Objective Jail Classification System. Our Classification staff will play a crucial role in implementing the new system, and I have no doubt that they are up to the challenge.”



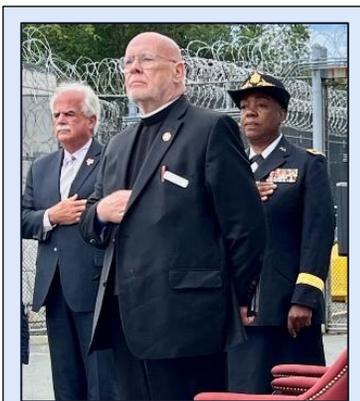
ECSD Classification Division

“Objective jail classification (OJC) is a process of assessing every jail inmate's custody and program needs and is considered one of the most important management tools available to jail administrators and criminal justice system planners.”

- National Institute of Corrections website

<https://nicic.gov/objective-jail-classification-systems-guide-jail-administrators>

Religious Services & Spiritual Care



As he has over the years, Brother James Connolly provides religious support. Pictured above, he takes part in our annual POW-MIA Ceremony.

Through our Religious Services Team, we continue to meet religious and spiritual needs at ECSD. This includes worship opportunities and study groups from varied traditions for all inmates. Our clergy stress, however, that they are also here for ECSD staff. In addition to clergy, we have a large group of volunteers who offer support for inmates.

In 2022, Chaplain Angie F. Estévez joined us as our Interfaith Coordinator. We thank her for the spiritual guidance she provided.



Chaplain Angie delivers the Invocation at Basic Training Academy Class 22-03 graduation in December.

Specialized Re-Entry Services



Mission Statement

The mission of Specialized Re-Entry Services (SRS) is to identify, assess, and develop collaborative forms of treatment and discharge plans that satisfy both public interests and the population served. We provide quality care and continually seek advancements in correctional treatment.

Medication Assisted Treatment (MAT)

On September 1, 2019, ECSD, with the support of our contracted providers, Wellpath, Acadia Health, and necessary licensing by the Department of Public Health, Bureau of Substance Abuse Services and the U.S. Federal Drug Enforcement Administration formally opened the doors to the Essex County Sheriff's Department Comprehensive Opioid Treatment Center.

As mandated legislatively by the *Care Act (2018)*, ECSD began the administration of all three forms of MAT treatment: Suboxone (Buprenorphine), Vivitrol (Naltrexone) and Methadone. In addition, operational requirements include comprehensive clinical, medical, and discharge planning support.

Part of ECSD's MAT Program initiative is to provide pre-release harm reduction education in the form of Naloxone, most commonly known as NARCAN. In 2022, 376 individuals received NARCAN training by certified employees. When released from our custody, each inmate is offered a take-home NARCAN kit.



The Specialized Re-Entry Services staff (L to R): Assistant Director of CASE Alexander Bergen, Director of Pre-Trial Re-Entry Services Jacquelyn Leeman, MAT Program Director Brooke Pessin, MAT Clinical Director Deanna Iandolo, Data Collection Specialist, Meaghan Martin, and Director of EMERGE Harold du Four-Anderson



Lt. Ciccarelli on the use of NARCAN

Lt. William Ciccarelli (pictured left in CPR Training) works second shift on the 240 Unit. He has administered NARCAN several times, and he shared his thoughts about it, "The first time I used NARCAN, I was surprised at how simple it was to use and how effective it was. It is great that such a good lifesaving tool is so readily available."

The Massachusetts State Opioid Response (SOR) is a new program introduced by the Substance Abuse and Mental Health Services Administration (SAMHSA). Across the state, SOR efforts are aimed at addressing the opioid crisis by increasing access to Medication Assisted Treatment Plans, reducing unmet treatment, need, and reducing opioid overdose related deaths through prevention, treatment and recovery activities. Through the Comprehensive Opioid, Stimulant, and Substance Abuse

Program (COSSAP) Grant, our Continuing Care Coordinators and Re-Entry staff have been able to refer 140 individuals to substance use programs.

Staff have been able to build relationships with sober homes and treatment facilities across the state. ECSD has formed a partnership with Spectrum Health Systems for Clinical Stabilization Services (CSS) beds to assist participants in accessing transitional housing and peer recovery support. The CSS programs allow access to Spectrum’s network of long-term treatment options, allowing for a “stepdown” process in recovery.

In 2022, 51 individuals received Spectrum CSS services, with 28 accepted into specific CSS programs. This relationship also allows participants to access the Massachusetts Alliance for Sober Housing (MASH) certified sober homes where ECSD provides a subsidy to cover the individual’s first month’s rent and security deposit.

"For every fatal overdose in the state we know there have been countless more overdoses. We know that many of those overdoses have not resulted in fatalities because of a life-saving medication called NARCAN."

- *Then Massachusetts District Attorney Maura Healey, speaking about the revolutionary drug, NARCAN.*

WBUR, 8/31/2015,

<https://www.wbur.org/news/2015/08/31/healey-deal-offset-narcan-cost>

We had 263 individuals working with Continuing Care Coordinators under the COSSAP Grant to establish re-entry services. Of these 263, our Continuing Care Coordinators referred 103 (39%) to sober living: 52 to sober houses, and 51 to treatment facilities. Even better, of the 52 individuals referred to sober houses, 39 (75%) were able to obtain the MASH funding. Continuing Care Coordinators have also been developing and maintaining relationships with outside programs including the Registry of Motor Vehicles, Department of Transitional Assistance, Department of Mental Health, Veteran Services, Department of Revenue, Department of Family & Children, Parole, and Probation to provide individuals with further re-entry services.

We are proud to partner with progressive agencies such as the group from the Justice Community Opioid Innovation Network (JCOIN), pictured right during a 2022 visit to our Middleton facility to meet with Specialized Re-Entry Services Director A.S. Jason Faro and staff.

As stated on their website “The Justice Community Opioid Innovation Network (JCOIN) studies approaches to increase care for people with opioid misuse and Opioid Use Disorders in justice settings.”

Learn more at:

<https://heal.nih.gov/research/research-to-practice/jcoin>





Some of our Wellpath team members (L to R): MAT Clinician Claritza Taylor, Care Continuum Coordinator Samantha Walsh, Substance Abuse Counselor Richard Mayo, Data Collection Specialist Meaghan Martin, and Care Continuum Coordinator Alana White

Not only has the MAT Program expanded and evolved over the last year, the Wellpath staff within the program has also grown. Wellpath was able to hire a second Care Continuum Coordinator, Alana White, along with a Data Collection Specialist, Meaghan Martin, and a Substance Abuse Counselor, Richard Mayo. With the new staff being added, ECSD’s MAT Program has been able to offer more services to a larger number of individuals within the facility.

Sentenced inmates with no less than 30 days to release are allowed to access necessary clinical and medical screening to determine suitability for Medication Assisted Treatment.

In 2022, MAT provided 54,740 doses and cared for 619 individuals. Table 3 provides a breakdown of the annual totals.

Table 3: 2022 MAT by Type		
Treatment	Individuals	Doses
Buprenorphine and Methadone	591	54,720
Naltrexone (Vivitrol)	20	20
Total	619	54,740

MAT is available at each of our three facilities. As our Middleton facility has our largest population, most of our MAT treatment (91%) was administered here. The ECPRC and the WIT account for 9% of the treatment (see Figure 1).

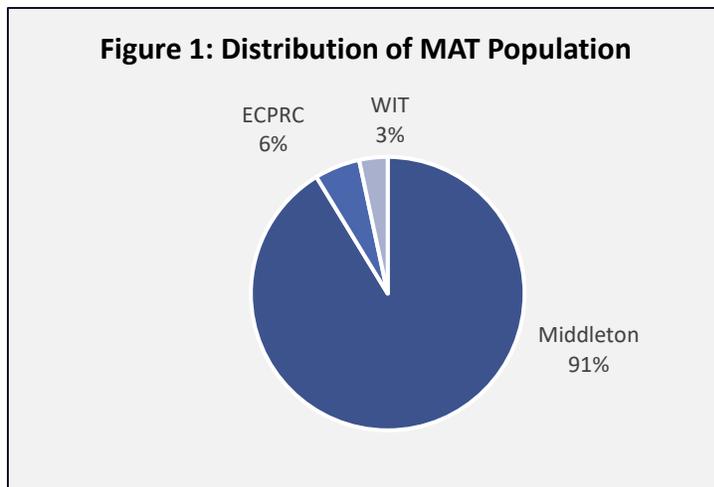
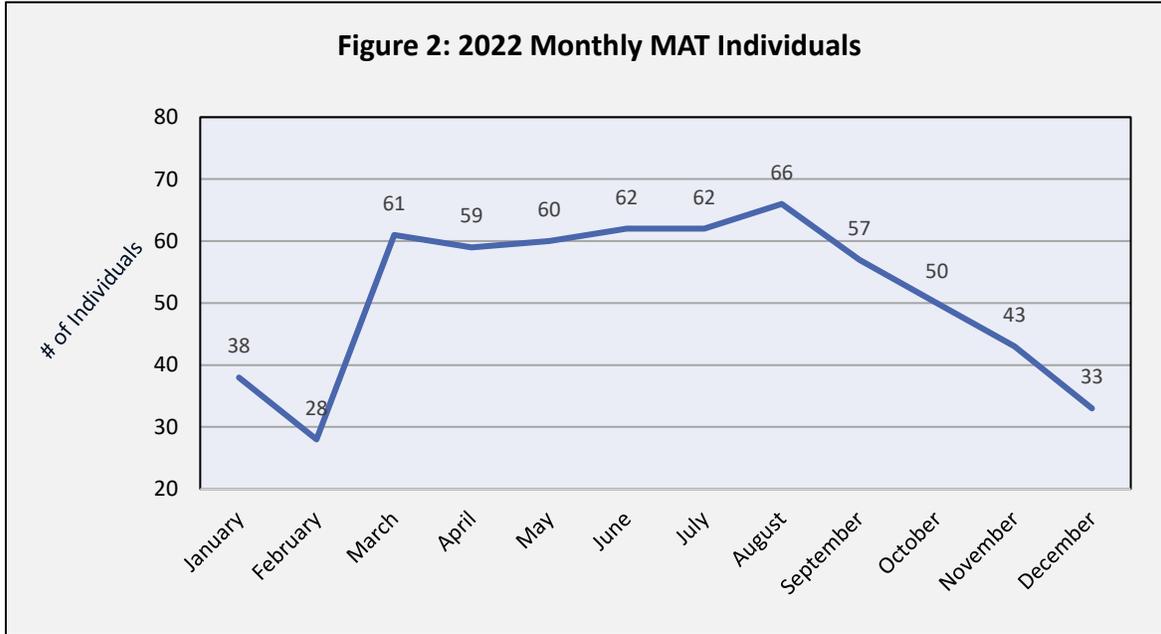
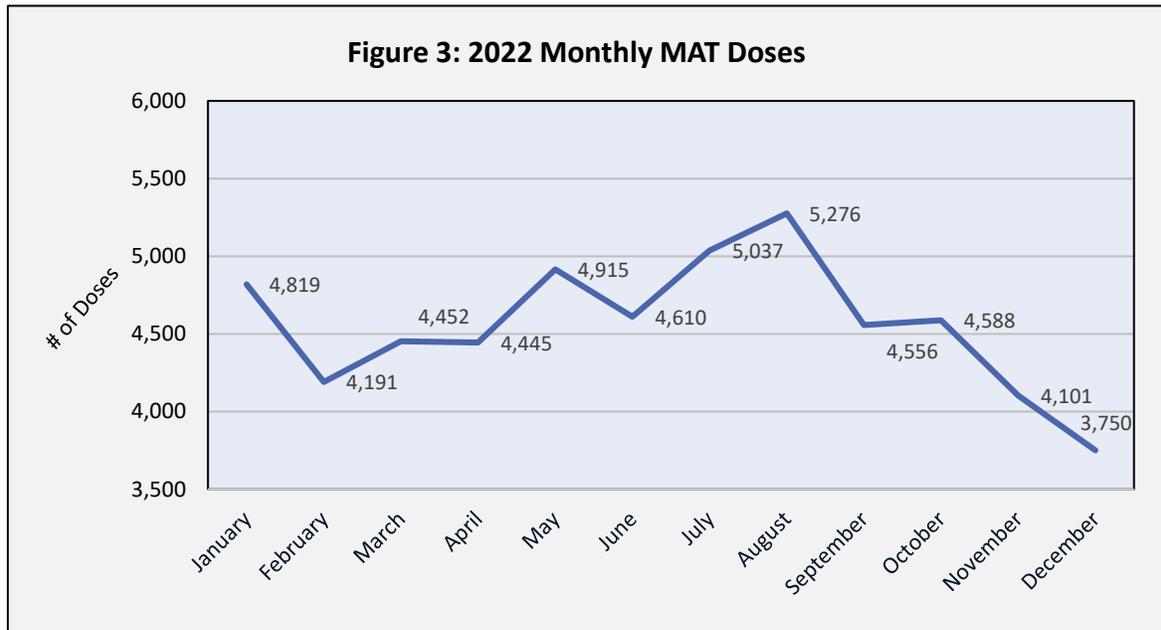


Figure 2 provides the monthly totals of individuals that received medication by MAT while Figure 3 gives the monthly totals of doses.



The monthly average of individuals served was 52.



The monthly average of doses provided was 4,562.

"I'd like to sincerely thank you both for your help this time and every time before, for helping me get the help I needed, believing in me...to put me in the right situation and give me the opportunities I needed..."

- A former MAT participant to staff members



Deanna landolo
Running MAT...with hard work and compassion

Her office is tucked away on the MAT Unit; down the hall, last door on the left. It's a small dimly lit room with some words handwritten in marker on the window. Not impressive. But the work that is generated here, and the number of lives that are changed here, are indeed impressive.

Deanna landolo works for our medical provider, Wellpath, as the Clinical Director of the Medication Assisted Treatment (MAT) Program. In this role, she oversees daily operations and compliance. She comes here with extensive education and experience. Deanna is a Licensed Mental Health Clinician (LMHC) with a Master's Degree in Counseling from Southern New Hampshire University.

Before joining Wellpath, Deanna not only provided inpatient mental health care, but also street outreach for the homeless and other intensive community services for those in need. These "unconventional roles" gave Deanna a deep appreciation for helping others.

In her two years at ECSD, Deanna has come to enjoy problem solving for patients and staff, as she said, "I like helping people and I get satisfaction out of meeting goals." But Deanna adds with a smile, "It can sometimes be challenging to work within the confines of corrections." When asked if there is anyone who has helped her with her success, she did not hesitate: "My staff, Jason Faro (Director of Specialized Re-Entry Services), and Jennifer Padre (Director of Mental Health Care). They have all been great."

Under a grant from the Massachusetts Department of Public Health, Deanna and her staff are part of the State Opioid Response (SOR). A recent chart, produced by Advocates for Human Potential (AHP) examined SOR results of agencies statewide. As the chart to the right shows, ECSD provided excellent, "off the chart" care.

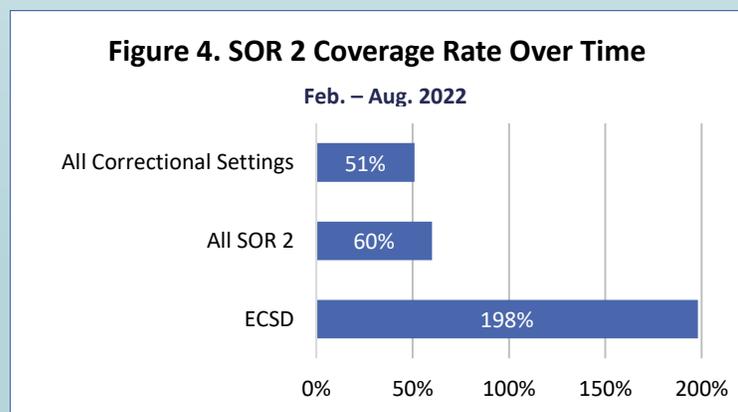


Chart designed by M. Pratt, ECSD, based on data provided by Advocates for Human Potential.

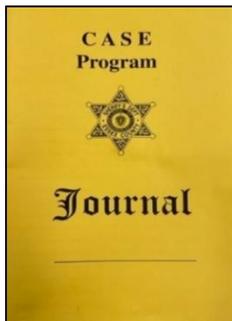
Deanna shared her work/life philosophy: "Approach everything from a recovery-focused perspective, because we're all recovering from something." And those words written on Deanna's door? They remind us to be nice to everyone, because you never know what kind of day a person is having. And what you say to an individual could have a profound impact.

Clean and Sober Existence (CASE)

The overall program model has remained unchanged from past years. As the longest running program in Specialized Re-Entry Services (SRS), CASE services continue to provide a responsible and practical strategy toward successful outcomes.

“Heroin is chemically similar to Oxy: Both are opioids engineered to bind to the same receptors in the body, relieving pain and eliciting warm euphoria. Illegal heroin is cheaper and easier to find than pills these days.”

- Jess Keefe, who lost her brother Matt to a heroin overdose
From her book, Thirty-Thousand Steps (Keefe, 2022, p. 11)



At the Middleton facility, we maintain a secure environment where inmates are provided intensive re-entry case management as a mechanism to establish community-based treatment plans. These plans are developed in concert with supervising courts based on inmate needs. Program referrals are received by partnering courts and individuals accepted into the program are provided with stabilization support for addiction and medical/mental health. Re-entry case management services and mandated participation with recovery-centered groups create the foundation of the program model.

In 2022, we re-opened our Female CASE Unit in a new location. The WIT has dedicated eight beds, providing the same outstanding care as our male unit. Read more in the *Women In Transition* section.

Upon completion of the program, individuals may be able to access community-based treatment within a non-custodial form of supervision. Spectrum Case Managers provide each participant with a recommended re-entry plan that is also given to the court. If the court accepts the plan, the recommendation may be part of the participant’s condition of release. At this point, the Essex County Sheriff’s Department will provide transportation to the program.

Personnel

The CASE team saw many changes in 2022. We welcomed Christopher Tibak as our new Re-Entry Logistics Coordinator (pictured at right, front with CASE Director Alexander Bergen). “Chris” is a former ECSD Sergeant. He retired after 32½ years and returned as a vendor. During his career, Chris worked at the Lawrence Jail, the ECPRC, and our Middleton facility. He currently assists in release planning and inmate transportation for Specialized Re-Entry Services. His extensive experience working with inmates makes him well-suited for this position.



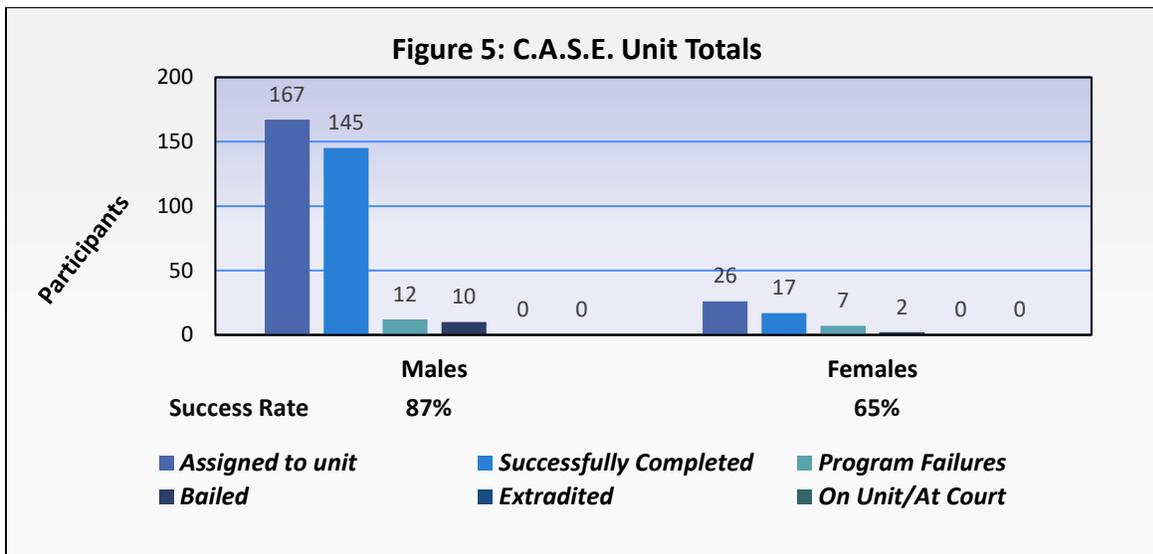
“After retiring, I felt like I needed more to do and was given the opportunity to return to the correctional environment and work with the Specialized Re-Entry Services team.”

- Re-Entry Logistics Coordinator and former ECSD Sergeant Christopher Tibak

Analysis of CASE Admissions for 2022 as of February 21, 2023 (see Figure 5)

	Male	Female
Assigned to Unit	167 ¹	26 ²
Program Failures	12	7
Bailed	10	2
Extradited	0	0
On Unit/At Court	0	0
Successfully Completed	145	17
Success Rate	87%	65%

1. 334 (referred to unit) – 82 (referred to MAT) – 85 (denied/refused) = 167
2. 67 (referred to unit) – 14 (referred to MAT) – 27 (denied/refused) = 26



Dedicated Taylor Allen and Amy Albrecht enjoy being part of the CASE team



Spectrum welcomed Taylor Allen (pictured left) as a new CASE Senior Clinician. Taylor has four years' experience working at our Middleton facility. In 2018, before receiving her Bachelor's Degree in Criminal Justice, she worked as an Intensive Case Manager at Elliot Community Services where she discovered her passion for helping those struggling with addiction and mental health issues. Taylor worked at ECSD for over three years as a discharge planner, then joined Spectrum in 2022 as a STAR Clinician. She transitioned to CASE this past December and is currently pursuing a Master's Degree in Social Work. Taylor shared that she, "...enjoys working with the underserved population, especially those struggling with mental health and substance abuse disorders."

In 2022, Amy Albrecht was promoted to CASE Senior Clinician. Throughout the year, Amy worked on overhauling the CASE curriculum which is designed for the participants to take ownership of their recovery and to help them create a foundation to build upon. We hope to begin implementing the new group structure in early 2023.



Success Story: Personal perseverance and the unwavering support of ECSD staff

“Tony” had been referred to CASE two times prior to September 2022. When he was released in October, we were finally able to find a program in which he thrived. He recently completed the Connections Program in Greenfield, MA and will be transitioning to the Faith House in Roxbury. Tony recently obtained an ID, Social Security card, birth certificate, and everything he would need to secure a full-time job. He now actively participates in Narcotics Anonymous and Christian recovery groups. He works with a recovery coach and has access to continued case management services through the Connections Program. Tony also receives services through our EMERGE Grant that will continue to track his progress for several more months.

Over two years serving ECSD’s inmate population, Dr. Gudas loves his work



Dr. Christopher Gudas (pictured left) has been with ECSD since 2020, working as Medical Director for the Medication Assisted Treatment and Medications for Opioid Use Disorder (MAT/MOUD) Program. An early interest in correctional medicine was seeded at UMass Medical School in 2005, a time when UMass administered healthcare for the Massachusetts Department of Correction (DOC). After completing his residency in Preventive Medicine with an MPH in Population Health at Johns Hopkins in 2013, a growing interest in addressing the opioid crisis led to work in community clinics, work

as Medical Director at a partial hospitalization program on Cape Cod, and Board certification in addiction medicine.

Working with the Sheriff’s Department since 2020 to assist with the pilot program for MAT in Massachusetts jails has been a convergence of Dr. Gudas’ interests in addiction medicine and correctional healthcare. He is passionate in his belief that opioid abuse is our greatest public health threat, and jails are the most fertile place for intervention to help those in greatest need.

Dr. Gudas is excited about continuing to develop a correctional standard for the Commonwealth in preventing the leading cause of preventable death in Massachusetts.

Correctional Opportunity for Personal Enrichment (COPE) Funded by the Justice Mental Health Collaboration Program (JMHCPC)

The COPE Unit houses 36 inmates with mental health conditions and co-occurring disorders who have the potential to be diverted into the community with the assistance of embedded case management services. ECSD partners with Volunteers of America (VOA) to deliver services to this population. The VOA staff work with inmates to identify re-entry goals that include areas like housing and treatment to assist in a successful return to the community.

In 2022, the program was relocated to a larger housing unit, enabling more on-unit programming. Inmates in the COPE Program have access to increased psychoeducational and mental health programming that are facilitated on the unit. In addition to this, COPE inmates are able to enroll in educational programming offered through our partnership with Northern Essex Community College.

There is an ongoing collaboration with Probation, judges, clinicians, attorneys, and community treatment providers with the focus on increasing support in the community for inmates who are released from the program. Throughout 2022, ECSD and the COPE Program continued to build on the relationship with the Mental Health Courts in Lynn and Lawrence. With the shared goal of identifying appropriate individuals who would benefit from involvement in this specialty court as well as residing in a mental health unit while incarcerated, this team effort has proven its value.

Participants in the Mental Health Courts and COPE are followed through the criminal justice process with a therapeutic approach. COPE enrolled 79 inmates in 2022 and was able to assist 46 in returning to the community through diversion efforts.



JMHCP Program Manager Alyssa Camilleri. Alyssa holds a Master's Degree in Social Work. And Congratulations to Ydalis, who completes her Master's Degree in Social Work in May 2023.



ECSD established a relationship with the Prison Yoga Project in 2022. This national organization offers a restorative justice practice that focuses on recovery from trauma, development of resilience, and cultivation of empathy, compassion, and personal responsibility. The evidence-based, trauma-informed approach to yoga and mindfulness supports people in facing and releasing unresolved trauma safely and effectively. Through this program, inmates can learn about resources and tools for recognizing and reducing aggression, impulsivity, and reactivity. Pictured at left are two WIT yoga participants.

As ECSD works to renew in 2023 the JMHC Grant that funds COPE, the focus will be on increasing the availability of the program to a larger number of inmates as well as continuing to explore and offer evidence-based, creative programming. Read more about the Justice Mental Health Collaboration Program (JMHC), the funding source for COPE, in the *Grant Funding* section.



Correctional Alternatives for Re-Entry (CARE)



Director Jacquelyn Leeman (Richards), pictured left, leads this Pre-Trial Re-Entry Services initiative to provide critical institutional services as well as securing community-based services for our pre-trial population. An essential outcome of Pre-Trial Re-Entry Services is developing diversion opportunities through comprehensive treatment planning and established relationships with our criminal justice and community treatment partners.

Pre-Trial Re-Entry Resource Liaison Jane Sutter (pictured right) is the primary Case Manager for participants receiving services in the CARE Program. Many successful placements into treatment are due to Jane's ability to assess the needs of the individual. Jane continues to receive praise from the attorneys, Probation Officers, and participants with whom she has built a rapport. Jane's responsibilities also include DNA collection with the Massachusetts State Police (MSP) Combined DNA Index System (CODIS) Unit. Through coordinating collections and regular communications with the MSP, Jane assisted in a total of 219 collections in 2022.



CARE Assistant Director Jennifer Murphy (pictured left) was added to the Pre-Trial Re-Entry team in 2022, coordinating services with Drug Courts, Mental Health Courts, Committee for Public Counsel Services (CPCS), Social Workers, and Veteran Services. Jennifer is a member of the Haverhill Drug Court team which had four graduating participants this year. Additionally, she earned her Master's Degree in Criminal Justice in May 2022 and participated in a half dozen other trainings/workshops in 2022, including ORAS Train the Trainer, Recovery Court Professionals Training and FBI LEEDA Training.

Our Specialized Re-Entry Services team provides case management that is designed to meet the specific needs of the participant including access to Mass Health, Medication Assisted Treatment (MAT), Vivitrol, DCF, DOR, and more. Together, Jackie, Jennifer, and Jane maintain a varying caseload of over 40 individuals. In 2022, participants totaled 267 with 130 diversion plans accepted at court. These treatment plans include approximately 43 Drug Court, 14 Veterans, five Mental Health Court and 29 CPCS/Social Worker placements. Members of the team were invited to attend the 2022 Drug Court Conference and Drug Court Graduations. In addition, they toured partnering program facilities such as Spectrum Clinical Stabilization Services (CSS) in Westborough.

Essex Medication Re-Entry Grant Expansion (EMRGE)

In 2022, the Essex Medication Re-entry Grant Expansion (EMRGE) Program, formerly known by the acronym Essex Medication Assisted Treatment (EMAT) inaugurated the first of its five-year grant, a collaboration between ECSD, Substance Abuse and Mental Health Services Administration (SAMHSA) and Volunteers of America of Massachusetts. The new iteration of the project remains a six-month program, initiated 30 to 90 days prior to release. EMRGE utilizes multiple assessment tools to identify needs, target treatment, and connect participants with community resources. Program staff utilize cognitive behavioral techniques, motivational interviewing, and case management to provide participants with services based on needs and skill deficits, as well as to offer coping skills training.

Serving the three ECSD facilities, program staff are available to clients 24 hours a day. EMRGE aims to assist in removing barriers to recovery and serving to link clients with community services while reducing recidivism. The following program data underscore that the work and dedication of the team enable participants to be more productive and successful in their reintegration back into the community.

The EMRGE team served 89 clients in 2022. A total of 70 baseline interviews were conducted by staff between January 4, 2022 and September 29, 2022 (i.e. Grant Year One or GY1). This was 70% of the GY1 target of 100 intakes. As of September 29, 2022, 15 of 25, or 60%, of six-month follow-up interviews were completed.

“Substance use disorder is a chronic and treatable disease. The EMRGE team is helping people to rebuild their lives from the ground up, offering an opportunity for lasting recovery.”

- Harold du Four-Anderson,
M.Ed., LADC I, EMRGE Program Director

Gathering information: Follow-up interviews were conducted by EMRGE Program staff at the Essex County Sheriff’s Department for individuals still in custody or returned to custody, or by evaluation staff by phone for those who had left custody.

As with the previous collaboration between SAMHSA, ECSD, and Volunteers of America, the results of the past year show a positive impact on the lives of the participants. The expanded grant from SAMHSA allows client access to MAT, counseling, and resources in underserved communities. The EMRGE team continues to partner with Probation and community centers to assist individuals who have been involved with the criminal justice system.

Participants were referred to EMRGE from CASE, pre-trial and sentenced populations within the Essex County Sheriff’s Department correctional facilities, which include the Middleton House of Corrections, Essex County Pre-release and Re-entry Center and Women In Transition. Demographic characteristics of the 70 participants enrolled in GY1 are included below.

In addition to serving a broad range of races, Table 4 shows that the EMRGE Program serves all genders and ages.

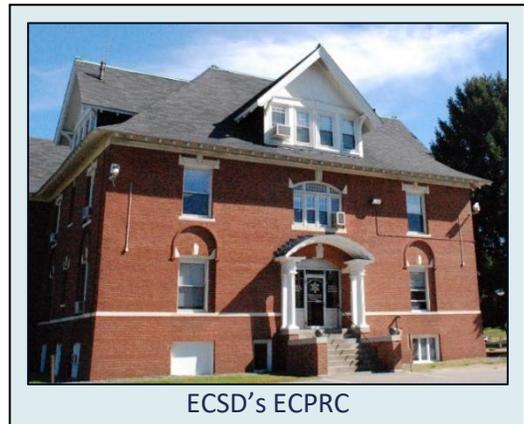
Table 4: Baseline Demographic Characteristics		
	%	Number
Gender (Total=70)		
Male	90.0%	63
Female	10.0%	7
Age (Total=69): Average Age of 35		
18 - 24	13.0%	9
25 - 34	40.6%	28
35 - 44	34.8%	24
45 - 54	7.2%	5
55 - 64	2.9%	2
65+	1.4%	1

Note: The difference in totals is due to one client’s refusal to answer the age question.

Essex County Pre-Release & Re-Entry Center

Superintendent Heidi Mora (pictured below left) and Assistant Superintendent Jose Hernandez (pictured below right) oversee both the Essex County Pre-Release & Re-Entry Center (ECPRC) in Lawrence and the Women in Transition (WIT) facility in Salisbury.

The ECPRC is the department's pre-release facility which houses male inmates with less serious records as well as those who are approaching the end of their sentences and have earned the privilege of being transferred to the lower-security facility.



"I have learned that we all have the opportunity to really shape how someone's current situation is and how their future looks."

- Superintendent Heidi Mora

"We will overcome the challenges of tomorrow if we seek and invest in the talents of today's workforce."

- Assistant Superintendent Jose Hernandez



The facility currently houses approximately 86 sentenced inmates and oversees approximately nine more on the Electronic Monitoring Program (EMP). While some EMP participants live at home and some at group homes or sober houses, all are under the supervision of the ECPRC.

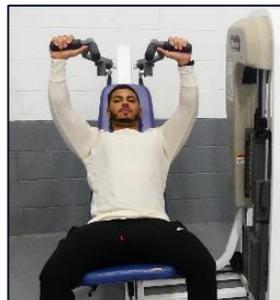
Eligibility for the ECPRC

To be allowed to be transferred from Middleton to the ECPRC, an inmate must be referred by his case worker to the ECPRC Board. In addition to interviewing the candidate, the board reviews the inmate's criminal history, current charges, disciplinary record while at Middleton, willingness to take responsibility for his actions, and likelihood of succeeding at the ECPRC. Inmates with certain charges, or with extensive criminal records are not considered for the ECPRC.



Step-Down Process

By giving inmates the opportunity to move from a medium-security facility to our pre-release facilities (ECPRC for males and WIT for females) we are helping these individuals prepare for a successful re-entry back into society.



Above: Tablets allow inmates to participate in programs, take courses, and even read their mail with ease, as Xavier P. is doing here.

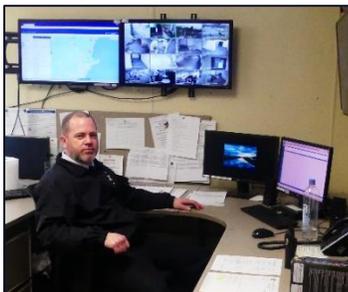
Left: Cristofer D. takes advantage of the fitness equipment offered at the ECPRC.

Program Focused

The Lawrence and Salisbury facilities are less “institutional”, with no fence and an emphasis on programs. Inmates wear their own clothes instead of a uniform and enjoy contact visits with friends and family. The ECPRC and WIT provide inmates with added responsibilities. These responsibilities include increased program requirements and class participation, as well as additional work assignments at the facilities, community service, and work release.



Daily group meetings are a key component to success at the ECPRC.



While individuals are allowed to move about the ECPRC campus in a less structured manner, all areas of the facility and all movement is closely monitored. At left, Officer John Boardman mans ECPRC Control.

COVID-Related Responsibilities

We navigated and implemented recommended CDC and DPH guidelines of rigorous cleaning and screening for COVID, all while continuing ECPRC programs.

Personnel

- Captain James Comeau was assigned permanently to the role of Day Shift Commander for the ECPRC. He is responsible for the overall daily operations of the facility. He has adjusted well to the role and is respected by his peers. Pictured right, Captain Comeau receives his certificate from Sheriff Coppinger for completing the FBI-LEEDA Program.
- Lieutenant Robert Raymond has been assigned to the WIT facility in Salisbury. Lieutenant Raymond hit the ground running and has been a great fit at the pre-release facility.



- Lieutenant Jon Latorella has been assigned permanently to the role of Shift Commander for the ECPRC on second shift. Lt. Latorella is outstanding in his new assignment and is always eager to take on more responsibilities. He is pictured left with Superintendent of Professional Standards Linda Clifford (L) and Massachusetts Sheriffs’ Association Executive Director Carrie Hill as he receives certification for completing 40 hours of Crisis Intervention Team Training.
- Sergeant Joseph Cronin was promoted to Director of Food Services for the ECPRC. Director Cronin is responsible for the daily operation of the kitchen. He is known as a hard worker, and is not afraid to get his hands dirty. Director Cronin takes pride in his work and continues to make a positive impact in his area of responsibility and beyond.
- Previous Director of Food Services Kathleen Lawrence retired in June of 2022. “Kathy” oversaw the kitchen operations at the ECPRC. We wish her a happy and healthy retirement.
- In December 2022, Deputy Christine Eisenhaure retired as Assistant Superintendent of Programs. We wish Christine all the best.

“My goal as a leader is to inspire all staff to exceed their self-expectations and seek out innovative and forward-looking approaches in all aspects of their duties.”

- Captain James Comeau

2022 Highlights

- The ECPRC is preparing for the process of the American Correctional Association (ACA) Accreditation scheduled for September 2023. Preparation for the accreditation began in November 2021.
- Funding for the ECPRC camera project has been secured, slated to begin in the spring of 2023. This will increase security throughout the facility.
- In July 2022, the ECPRC finished updating the housing rooms in the Main Building.
- In2Work/ServSafe Food Handling Certification: The Department has partnered with Aramark, piloting this program with Work Release. Once inmates obtain their certifications, they may be offered a job working at the ECPRC Kitchen, earning minimum wage. Read more about In2Work in the *Food Service* section.



“A place for everything...”
All tools are neatly stored in the newly remodeled Hardscape trailer.

- Under the Perkins Grant, our Hardscape Program built-out a mobile trailer (pictured left) allowing us to expand Hardscape projects beyond department grounds. This past summer, the participants completed a project at Northern Essex Community College in Lawrence (pictured right).
- The ECPRC library was moved from the lower level to the first floor of the Annex Building. The new library was remodeled and equipped with the resources necessary to serve the inmates.
- The ECPRC and the WIT partnered with Beauty Business

Exploration and Start-Up Program, providing certifications and hands-on training consisting of makeup application and hair braiding. It was a huge success.



Success Story: Work Release Program results in permanent job for ECPRC participant

Inmate “Juan R.” was transferred to the ECPRC in the beginning of 2022 and immediately took advantage of the many opportunities being offered at the facility. Juan originally took part in the Community Service Program as a member of the Graffiti Removal Unit. However, upon learning that he was a certified mechanic, staff invited Juan to go before our Work Release Board. He was approved and quickly paired up with a garage in Middleton. Juan was able to step down to the Ladder House, transitional housing in Lawrence. Upon his release, Juan continued working at the garage and received rave reviews from the site manager.

Programs & Treatment

Educational, occupational, and rehabilitation programs are the mainstays of the ECPRC. We provide the very best curriculum to prepare inmates for life after incarceration.

HIV Peer Education & Support

HIV services provide important education to our inmate population regarding prevention strategies as well as counseling and aftercare protocols for our identified HIV population. Those individuals who are HIV-positive are given access to a variety of services for future care involving both medical treatment and counseling upon release.



Reintegration Coordinator
Vicki Barry began as a
Housing Officer. She brings
structure and understanding
to her position.

Long-Term Residential (LTR) & Sober Housing

ECSD has several options that allow clients to secure placement within an LTR or sober housing. All participating sober houses are Massachusetts Alliance for Sober Housing (MASH) certified.

Intensive Outpatient Programming (IOP) and Structured Outpatient Addiction Programs (SOAP)

Inmates who are returning home and wish to have a continuum of care can access programming through an IOP or SOAP Program.

Department of Mental Health & MassHealth

DMH access is available through reintegration staff. In addition, reintegration staff are Certified Application Counselors and equipped to submit inmate applications to MassHealth.

Medication Assisted Treatment (MAT)

MAT services for sentenced populations interested in accessing treatment are coordinated by assigned reintegration staff. All inmates are educated on MAT options at 90 days prior to release and have the option to make a self-referral through a reintegration staff member. The inmate is then screened by a Wellpath Clinician to verify that the inmate has an opioid use disorder.

Youthful Offenders Engagement Services

The Essex County Sheriff's Department provides access to several community-based programs committed to engaging youth and providing necessary support for a successful transition from criminal justice involvement to community.

We have long-standing relationships with several partnering programs.

Lawrence Youth Team (LYT) - A key component of LYT is the Sisu Program. A Finnish word meaning grit, determination, and resilience, Sisu was developed by the U.S. Department of Justice. Visit the LYT website at www.lawrenceyouth.org and Sisu at www.lawrenceprospera.org/programs/sisu Providing full services to the hardest to reach young men in Lawrence, the team focuses on:

- Changing habits
- Establishing opportunities
- Physical health & wellness
- Prevention through transition counseling
- Engagement activities such as sports and educational projects
- Community partnerships
- General health and safety
- Trauma counseling
- Mental and behavioral health services

United Teen Equality Center (UTEC)

UTEC's motto, "Breaking Barriers to Youth Success" says it all. They begin by meeting with young people while they are incarcerated, then partner with them post-release. UTEC helps people ages 18 to 24, offering streetworker outreach, transitional coaching, workforce development, education, and civic engagement. Participants can work at the UTEC-run mattress recycling center, woodworking shop, Café UTEC, UTEC Community Kitchen, or at the events hall that UTEC operates, hosting weddings, galas, and concerts. To learn more, visit their website: www.utecinc.org

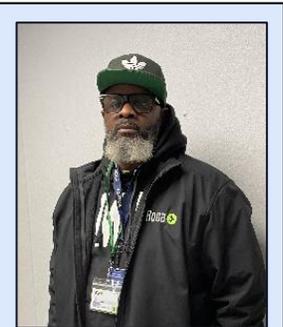


L to R: UTEC Councilor Alex Santiago, ECPRC Reintegration Coordinator Julie Hartling, and Lt. Joseph DiPietro

Roca

Through a *Memorandum of Understanding* the department has with Roca, they work with high-risk individuals both pre- and post-release, providing substance abuse counseling, education, job training, and job placement. Roca has an evidence-based and data-driven Intervention Model based on Relentless Outreach, Transformational Relationships, Stage-Based Programming, and Engaged Institutions. This model enables Roca to help young people in different ways and for an extended period.

Re-Entry Coordinator Kevin Ryner explained that he finds his job, "extremely satisfying." Stating further, "I come into the jail, and I have the chance to sit with these guys...to really talk."



Re-Entry Coordinator Kevin Ryner of Roca

To view an outstanding [CBS Sunday Morning](https://www.cbsnews.com/video/in-baltimore-changing-minds-and-saving-lives/) segment on Roca, which aired on February 26, 2023, go to: www.cbsnews.com/video/in-baltimore-changing-minds-and-saving-lives/
To learn more about Roca, visit their website: rocainc.org

Career Training

Graphic Arts/Print Shop

"These gentlemen are learning skills while providing a service for the public." That is what Print Shop Supervisor Tom Donovan said about his inmate work crew. Workers learn skills such as Introduction to Graphic Arts, Collator Operation, Offset Printing Press Operation, and Laminating.



Print Shop Supervisor Tom Donovan (L) and Lt. Joseph DiPietro

The team produces high-quality products for our department, as well as non-profit and government agencies. In 2022 work was done for schools, courts, the District Attorney's Office, and many others. To assure quality and efficiency, our old 1090 Riso printer was replaced with a new Riso SF5450 II Digital Duplicator.

ServSafe Food Service Certification/Food Handlers Certificate

This course teaches inmates the basics of kitchen procedures and cleanliness. Each participant that completes the course receives a certificate that is recognized throughout the restaurant industry. Pictured right, Captain Michael Shultz (L) praises Director Paul Caruso and his Aramark staff.



In2Work Vocational Training Program

This initiative, started in 2021, teaches basic food service skills to inmates. Upon completion, each participant receives a certificate. Learn more in the *Food Service* section.

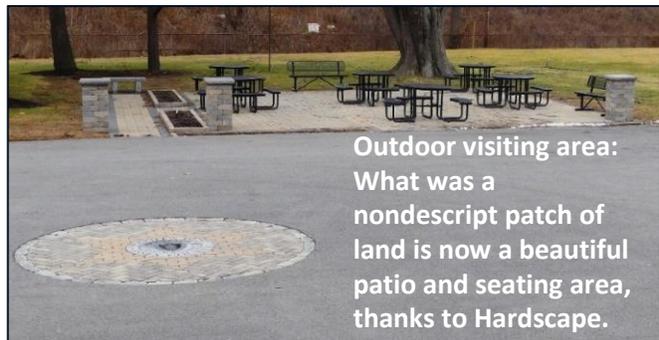
Occupational Safety & Health Administration (OSHA)

Students who attend all 10 hours of training and pass the final exam receive certification from OSHA. In 2022, we certified 19 inmates. Classes include:

- Introduction to OSHA
- Hazard Communication
- Fire Prevention
- Electrical
- Machine Guarding
- Personal Protective Equipment
- Materials Handling & Hazardous Materials
- Walking and Working Surfaces (Scaffolding and Fall Protection)
- Blood Borne Pathogens
- Certification Examination

Hardscape Program (Perkins Grant)

Hardscape students learn the basics of masonry for construction and landscaping. Curriculum includes the art of laying brick, concrete block, glass block, and stone. Students receive hands-on experience designing and building retaining walls, decorative stone, walks, and flooring. They pour concrete, install pavers, read blueprints, prepare estimates, and practice the safe use of power tools. Program participants have the opportunity to take part in the Outside Project Program, working on community and commercial projects.



Outdoor visiting area:
What was a nondescript patch of land is now a beautiful patio and seating area, thanks to Hardscape.



Maintenance Officer Daniel Newton (pictured left) has had the opportunity to work with instructor Dave Collins and his Hardscape students. Officer Newton explained, "Dave does a great job with these men, getting them interested in hardscape and focusing on quality workmanship. The students can really be proud of the projects they do."

Graduating from one of our Career Training Programs can mean a whole new path upon release, whether it is from our Telecommunications Technology course (pictured left and center) or Hardscape (pictured right).



Education

HiSET: High School Equivalency Preparation

Through Northern Essex Community College (NECC) instruction, students can obtain their HiSET. Students are first assessed as to their existing educational levels and needs. Three levels of instruction are available: Adult Basic Education for entry level learners, Pre-HiSET, and HiSET for the higher-level students. A key component is that students are regularly assessed and progress through the levels of learning. Students are also offered onsite testing to obtain their high school equivalency.

Adult Basic Education (ABE)

ABE instruction prepares students for the High School Equivalency Preparation (HiSET) test. Students are initially assessed to measure grade levels and needs. Based on this assessment, students are placed in an appropriate level of instruction. They are regularly assessed to measure learning gains and development.

Within the Essex County Sheriff's Department, the goals of the HiSET Program are:

- To ensure that youth residing within our facility are provided with the opportunity and educational services needed to transition from institutions to schools and/or employment;
- To meet the same challenging state academic standards that all youth are expected to meet;
- To prevent youth who are at risk of academic failure from dropping out of school, or to provide a support system for youth who have dropped out of school, or who are returning to school after residing in an institution.

College Courses

College classes are offered through Merrimack College and Northern Essex Community College.

Second-Chance Act Technology-Based Career Training Program

Offered through a Bureau of Justice Assistance Grant, C-Tech, a Certified Training Program, focuses on advanced technology training. The main areas of study include Network Cabling, Fiber Optics, Telecommunications, Residential Audio/Video Systems, Telephone VOIP (Voice Over Internet Protocol), Energy Management, Grounding and Bonding, and Wireless Systems. Many of these areas of study provide relevant certifications showcasing the learned techniques. Read more about this in the *Grant Funding* section.

Inmates Work to Provide for Others



Pictured on the farm (L to R) are Superintendent Heidi Mora, Sheriff Kevin Coppinger, retired Sgt. Dennis Laubner, and Assistant Superintendent Jose Hernandez.

At “The Farm” ECPRC’s Staff and ECPRC inmates volunteer to tend the crops together. They enjoy not only the fresh air and sunshine, but also the satisfaction of seeing the produce they grow go to help others.

With Senior Correctional Officer Kathleen Lawrence retiring in 2022, Corrections Specialist retired Sergeant Dennis Laubner stepped right in to run the farm. Dennis already had a reputation of working well with ECPRC inmates, and he had years of experience overseeing the farm. In 2022, we had a bumper crop, with 7,390 pumpkins and almost 16 tons of produce.



What does 16 tons of vegetables consist of?

<i>Zucchini Squash</i>	<i>5,200 lbs.</i>
<i>Eggplant</i>	<i>4,775 lbs.</i>
<i>Butternut Squash</i>	<i>3,210 lbs.</i>
<i>Summer Squash</i>	<i>3,130 lbs.</i>
<i>Watermelon</i>	<i>3,120 lbs.</i>
<i>Cantaloupe</i>	<i>2,830 lbs.</i>
<i>Peppers</i>	<i>2,605 lbs.</i>
<i>Tomatoes</i>	<i>2,600 lbs.</i>
<i>Corn</i>	<i>1,860 lbs.</i>
<i>Cucumbers</i>	<i>1,460 lbs.</i>
<i>Potatoes</i>	<i>565 lbs.</i>
<i>Green Beans</i>	<i>65 lbs.</i>

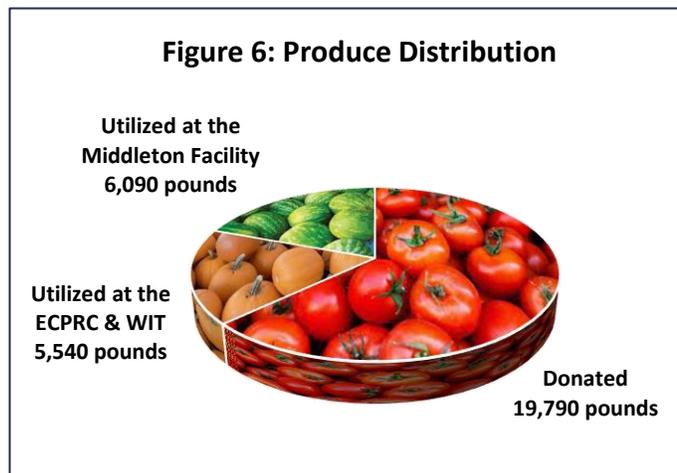


Figure 6 shows how the produce was distributed. Donated produce was shared with Sacred Hearts Food Pantry in Bradford, Lazarus House in Lawrence, My Neighbor’s Table in Amesbury, the Veterans Center in Haverhill, as well as many other non-profits.



Of the 7,390 pumpkins grown, a few were used to decorate our facilities, but most were given to over 14 charities and schools. Some of the schools who received our pumpkins were Lynn Wood School in Lynn, Frost School in Lawrence, Sacred Heart in Lynn, and Bagnell School in Groveland. Other groups included Hamilton Counsel on Aging, Andover Boys Club, Lynn Girl Scouts, Gloucester

Youth Football, Salisbury Boys and Girls Club, Torigian Family YMCA in Peabody, Violence Intervention Program in Haverhill, Temple Emmanuel in Andover, and Calvary Baptist Church in Haverhill.

Women In Transition Facility



Known for her dedication to her work, A.S. Krystina McFarland proudly runs daily operations of the WIT.

The Women In Transition (WIT) facility is a 24-bed adult community residential correctional facility which houses female offenders classified to minimum and pre-release security. The facility opened in January 2001, with an emphasis on facilitating reintegration back into the community and addressing the substance abuse issues of the residents.

The primary mission of the WIT is, "...to increase public safety by assisting female offenders in obtaining the resources and skills they need to successfully reintegrate into society." Through the integration of various programming components, including individual and group counseling, education, employment, and community service, it is the goal of the WIT to teach incarcerated women personal accountability and pro-social alternatives to anti-social and unhealthy lifestyles.

Overseen by Superintendent Heidi Mora, the program design accommodates minimum security female inmates and those approaching the end of their sentences. The Essex County female inmates are housed at the Suffolk County House of Correction and Department of Correction MCI Framingham. Assistant Superintendent Krystina McFarland and other members of the Classification Board assess eligible sentenced inmates reviewing criminal history, current charges, and the likelihood for success at the WIT. Upon approval, the inmate is transferred to the WIT for the remainder of her sentence. In April 2022, the Female Clean and Sober Existence (CASE) Unit transitioned to the WIT from our Middleton facility. It is now accepting pre-trial diversion inmates.

Assistant Superintendent McFarland is the Director of the WIT and has been with the Department for 12 years. After working as a Correctional Officer for four years, she was promoted to Assistant Director of the Lawrence Office of Community Corrections and then Director of the Lynn Office of Community Corrections. Director McFarland is responsible for the management and administration of all matters pertaining to security, operations, treatment programs, education, and program services, as well as re-entry initiatives of the WIT facility.

"I am very grateful to my team. They take it upon themselves to do what is needed."

- A.S. Krystina McFarland

Programs & Treatment

Women's Health & Wellness: This Spectrum-facilitated program is a psychoeducational group which includes gender-specific health and wellness information for women. It covers a wide range of female-related health issues, body image, and selfcare. The program also collaborates with Greater Lawrence Family Health in coordinating the testing and education of inmates for HIV and other communicable diseases. Spectrum Clinicians Amanda Ferland-Colon (pictured left) and Kathy Machurt, LADC II (pictured right) bring wonderful energy to group sessions at the WIT.



CASE at the WIT

The WIT has dedicated eight beds to the female CASE Unit. This unit serves individuals referred by supervising courts, who would benefit from a community-based treatment plan where they could access a non-custodial form of supervision. Participation may include individuals with new offenses and/or probation violations. CASE provides individualized care that is tailored to each participant's recovery goals and needs. It facilitates treatment plans to a wide spectrum of addiction services that are customized and logistically coordinated to ensure continuation of treatment.

CASE staff provide guidance and appropriate advocacy in developing treatment plans and commitment to identified recovery goals. Individual and group counseling provide participants with stabilization, restoration of self-worth, and reengagement with personal recovery interests. The facility provides transportation to long-term residential and sober housing at time of discharge. In 2022, the WIT had 17 women successfully complete the CASE Program. See all of the CASE statistics in the *Clean and Sober Existence* section.

Work Release

We placed 16 women in work release. Thank you to our business partners: A.W. Chesterton, All American Tavern, Andyman's Dessert & Baking Company, Dunkin Donuts, and Market Basket. Read more in the *Community Service & Work Release* section.

Community Service

Through our partners Blue Ocean Music Hall, Middleton DPW, Gloucester Park & Recreation Department, and Bartlett Mall, 14 inmates participated in the program. Read more in the *Community Service & Work Release* section.

Center for Urban Entrepreneurship Beauty Exploration Program

The Primary objectives of this, "Exploration & Start-Up" program are: to provide participants with an understanding of what it takes to start a beauty business; to provide an environment for them to safely experiment with their business ideas; and to launch their businesses and receive ongoing assistance post-launch to sustain their ventures.



Family Enrichment Nurturing Program

This strength-based program is a series of weekly classes facilitated by Pathways for Children which families take together. It helps families incorporate new, positive, and nurturing patterns into their homes. Parents and children learn the same skills, although their teachers and classrooms are separate.

"The key to success is hard work and determination: dream it, believe it, build it!"

- Krystina McFarland, WIT Director Assistant Superintendent

Implementation of the ORAS Risk Assessments

The Ohio Risk Assessment System (ORAS) is used to measure an offender's risk to recidivate by developing individualized case plans targeting their highest criminogenic needs through interventions such as improvement in education/employability, clinical groups, support with housing and community resources, and substance use supports.



Above: The crocheting crew, under the watchful eye of Kara (left rear).

Right: Kara (3rd from left), WIT staff, and members of Veterans Northeast Outreach Center, Inc.

Kara’s Crocheting Crew: With donated yarn -including a pallet’s worth from Ocean State Job Lot! – Kara taught other residents how to crochet blankets. Over 20 of these blankets were donated to the Veterans Northeast Outreach Center, Inc. in Haverhill. This wonderful agency helps homeless and at-risk veterans find shelter and work toward self-sustainment. To learn more, visit: www.vneoc4vets.org



Department of Corrections (DOC) Boost Credit Program

After completing a 26-session evidence-based program, the participant can receive “Boost Credit” which gives them the ability to leave the WIT and step down to supervised release.

Sabrina Best Scholarship

The non-profit Sabrina Best Foundation is committed to supporting women through their journey of recovery. They provide support to women in their effort to obtain quality treatment programs, recovery housing, and counseling for addiction. In doing so, they collaborate with local sober programs and communities to raise awareness about addiction, substance abuse, treatment options, and recovery programs. Two women at the WIT received scholarships in 2022. *Learn more about the Sabrina Best Foundation, and read Sabrina’s mom’s heartfelt story at:* shewillriseagain.org



Focus on education: Partnering with Northern Essex Community College, we have been working to increase engagement in education and introducing college classes.

2022 results:

- Permanent Learning Specialist hired for WIT
- 5 individuals enrolled in HiSET with 1 person passing and receiving her HiSET
- 6 inmates enrolled in college classes
- 419 hours of Spectrum clinical education completed by sentenced inmates and 234 hours by CASE Unit inmates
- Referrals completed:
 - 27 to Volunteers of America Pathway to Home Grant
 - 10 to STAR Read more In the *Supporting Transition and Re-Entry* section.
 - 9 to EMERGE Read more in the *Essex Medication Re-Entry Grant Expansion* section.

Personnel

- Reintegration Officer Cynthia Deleón completed the ORAS T4T series to be able to train others in this assessment tool.
- Lt. Robert Raymond successfully completed Environmental Health and Safety training to become the facility Environmental Health & Safety Officer



Community Service & Work Release



Once an inmate has completed specific programs, maintained a good disciplinary record, and demonstrated a commitment to a successful reintegration, they are encouraged to work in the community through Community Service or Work Release.



Community Service

In addition to overseeing all major facility projects at the ECPRC, Assistant Superintendent Sean Gallagher runs our Community Service. This program allows participants to gain self-confidence by giving back to society, and perhaps learn skills they can use upon release; all while saving taxpayer money. Under Correctional Officer supervision, work crews from the ECPRC and WIT provide services to municipal agencies and non-profits throughout Essex County and beyond.

In 2022, ECPRC inmates provided 275 work crews, with up to eight men, for community service. Another 62 crews, each with between four and six workers, helped to keep our state highways clean. Some agencies we worked with included the Rowley Highway Department, Massachusetts State Police, and Middleton DPW. ECPRC crews also worked at the Massachusetts State House, where they provided 230 crews, consisting of four men, to clean multiple times a week. ECPRC crews also worked 249 days at our Middleton facility, in the garage and with the department's maintenance staff. In addition, Community Service participants worked 109 days on the department's graffiti truck, working to enhance communities through graffiti removal and landscaping.



Fourteen women from the WIT took part in Community Service, working at The Festival of Trees for the Salisbury Chamber of Commerce, Middleton DPW, Gloucester Parks & Recreation Department, and The Bartlett Mall. In total, inmates from our pre-release facilities gave approximately 26,581 hours back to the community.

Work Release



Reintegration Coordinator Nicholas Eaton brings years of experience as a Housing Officer to the position of Work Release Director.

At our ECPRC and WIT facilities, the Work Release Program partners with employers throughout Essex County to provide employment opportunities for incarcerated individuals preparing to be released from custody. By partnering with the Work Release Program, employers who are sometimes struggling to maintain proper staffing levels get an alternative stream of employees who are reliable and eager to work.

The Work Release Program is just one piece in the reintegration process to try to reduce recidivism in the population by providing inmates with a source of income. Taking care of the offender's financial need provides some stability to the individual while entering back into the community. Eligible participants are paired with employers based on many factors with the overall goal being that they remain with the employer post incarceration. The offenders gain work experience and skills, all while saving money and giving them a financial base prior to being released.

While still adjusting to changes in the workplace due to COVID, the Work Release Program was able to be fully operational for the entire year in 2022. While partnering with 16 local companies throughout the year, we were able to place 50 individuals based on their prior work history and skills. In total, Work Release participants filled 57 open positions at employers throughout Essex County.

A few of the employment partners we maintained through 2022 are:

- **Whitcraft Group in Newburyport.** Producing parts for the Aerospace Industry, Whitcraft Group (now Pursuit Aerospace) offers positions operating press machines, grinding and finishing parts. Whitcraft Group has partnered with the Work Release Program for many years and has retained multiple individuals, including sending some to more advanced machinist trainings.



- **Adamson Industries in Haverhill** returned to partnering with the Work Release Program in 2022. Adamson Industries outfits emergency vehicles with all the necessary accessories for each vehicle's individual purpose. They install everything from lights and sirens to security cages and firearm storage units.



- **Salem Metal Inc., in Middleton** was a new partner in 2022. Salem Metal produces custom enclosures, panels, and bracket mounts of different shapes and sizes based on the customer's specifications. They produce individual pieces such as signs, handrails, and decorative pieces.



Mom and Dad lead by example

Pictured at one of our recent Basic Training Academy graduations is Air Force ROTC Cadet and Drill Team member Jariel Hernandez, flanked by mom, Basic Training Academy Director Allisson Hernandez and dad, ECPRC Assistant Superintendent Jose Hernandez.

The Salem, NH High School Air Force ROTC Drill Team gave a stunning demonstration.

Thank you all for your dedication.

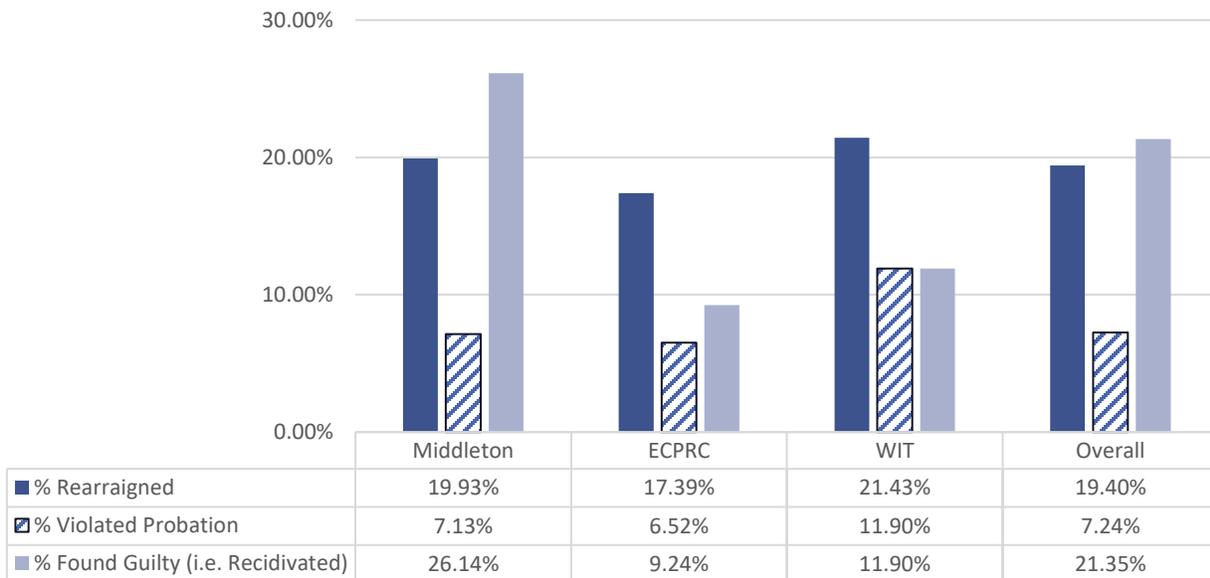


One-Year Recidivism Rates: 2021

The Essex County Sheriff’s Department defines recidivism as *being found guilty of a new crime within one year after release*. Figure 7 below shows a breakdown of recidivism by facility. As recidivism is measured one year after release, recidivism reports, “run one year behind.” The data reflect inmates who were released between 1/1/2021 and 12/31/2021 and recidivated within one year of their release. The most recent report measures recidivism rates for 2021 (measured in 2022.) The recidivism for all sentenced inmates released in 2021 was 21.35%. Of the 773 sentenced inmates released in 2021, 162 recidivated.

We have also displayed the percentage of releases that were involved with the criminal justice system by way of having a new arrangement or violating probation.

Figure 7: 2021 One-Year Recidivism Rates



Daily Workings of ECSD

Middleton Intake



ECSD's Middleton facility

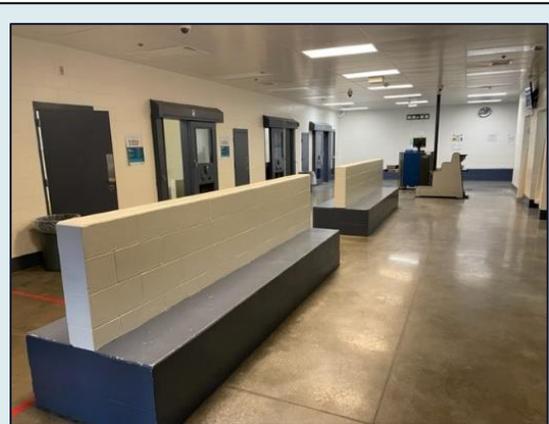
Captain Corey Peabody oversees the department's Intake, Inmate Property, and Transportation Divisions. Middleton's Intake admitted a total of 3,466 new inmates. Out of the 3,466 inmates admitted, 2,845 were pre-trial, 610 were sentenced, and 11 were safe-keep inmates from local police departments. The Intake Division had a busy year, with a total of 6,506 inmates going out to court, 138 outside medical appointments, and 2,410 inmates leaving to be transferred to other secure facilities. Every one of these outside trips comes in and leaves through Intake. When



entering the facility, all inmates are thoroughly screened which helps ensure that contraband is not entering the facility. This screening includes x-ray and body scanning technology. New inmates are fingerprinted and photographed by Intake staff. Daily intake operations are supervised by Sergeant Justin Sarofian (pictured right behind the glass of the Intake desk) and Sergeant John Mahoney, Intake can be one of the busiest areas in the department.

The correctional officers assigned to Intake work closely with clerical, medical and psychological, and Re-Entry staff, as well as the Transportation Division to maintain a controlled and safe working environment. Information is collected to ensure a successful transition to the appropriate classification level, recognize and identify medical or mental health issues, and prepare the inmate for placement in the Middleton facility.

Vigilance pays off: In April 2022, Officer Said Djedid observed an inmate acting suspiciously in a cell while awaiting transfer. The inmate was brought to a private and secure area and thoroughly searched, at which time a large amount of narcotics was confiscated. This action directly stopped a substantial volume of contraband from entering another facility. The inmate involved was also extremely volatile, and Officer Djedid did an exceptional job de-escalating the situation.



Middleton's high-tech Intake area is kept immaculate.

Inmate Property



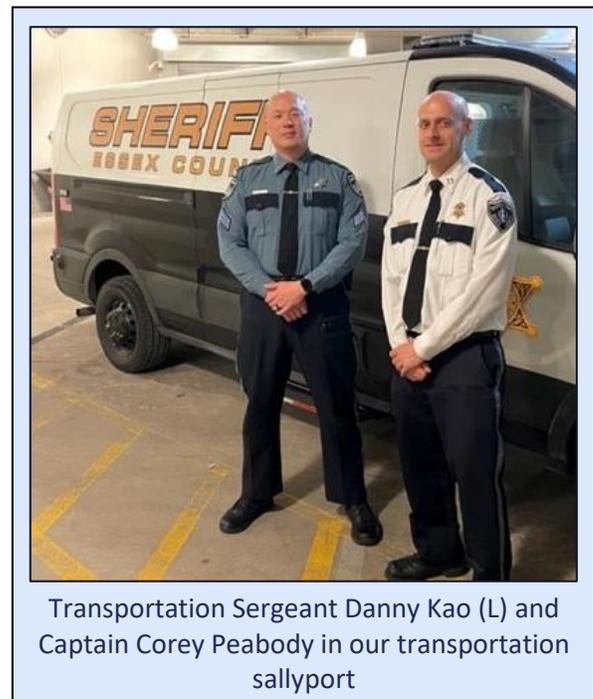
Property Officer Michael McNeil (pictured left) oversees the storage of inmate property, including clothing, jewelry, and other valuables while ensuring that the department is in strict compliance with policy standards set for storage, seizure, and release of property. He also works closely with the public, handling all property releases and court clothing exchanges. Officer McNeil has worked in the Property Division for the last eight years and exemplifies professionalism.

Transportation

The department's Transportation Division is responsible for providing inmate movement outside of the secure perimeter of the Essex County Correctional Facility. "Transpo," as it is called, is also responsible for providing mutual aid to law enforcement throughout the county, to include motor vehicle accidents, medical events, and emergency situations. All transportation actions are directed by Sergeant Danny Kao and Sergeant Mark Swiniarski, who are responsible for communicating with the outside agencies on a daily basis.

In 2022, the Transportation Division provided the following transports:

- 138 medical appointments to 15 facilities
- 2,410 transfers to 38 secure facilities
- 6,506 court appearances (5,563 in Essex County and 943 out-of-county)



Transportation Sergeant Danny Kao (L) and Captain Corey Peabody in our transportation sallyport

"Congratulations!" to Captain Peabody who, in December, received his Master of Science in Accounting.

Calm Under Pressure

In November 2022, while providing inmate transportation on the South Shore, Deputies Joseph Barber and Mervin Reyes were involved in an accident. They notified Sergeant Swiniarski, who quickly sprang into action and coordinated a response with the Massachusetts State Police and Bristol County Sheriff's Office.

Sergeant Swiniarski's swift actions allowed our staff to be safely treated by medical staff while the Bristol County Sheriff's Office watched the inmates at the hospital. Thanks to Sgt. Swiniarski's level of professionalism, the incident was handled without further issue.

Criminal Records

Lt. Katherine Allen oversees our Criminal Records Division which is located in Middleton's Inmate Intake Building and operate 24/7/365. Criminal Records is responsible for maintaining all records for inmates in Middleton, ECPRC, and WIT custody. We continue evolving and adapting our staffing to fulfill our workload. In this effort, we welcomed a new Records Clerk, Brittany Feldman, to the department.



Pictured at right, Sheriff Coppinger presents Lt. Allen her certificate for completing the FBI's prestigious LEEDA Program.

Last year, even though we saw a decrease in the number of court appearances taking place on video, compared to previous years of the COVID-19 pandemic, we continued to make the Video Conference area available to accommodate court appearances and psychiatric evaluations. We also continued to process the release of inmates from Video Conference, so instead of being released directly from the court, our department is tasked with clearing and prepping video conference releases.

A Day in Criminal Records

Just some of the duties covered by ECSD's Criminal Records staff include:

- Creating and maintaining case records and documentation
- Conducting all booking and intake of new commitments
- Approving, scheduling, and conducting video conference hearings and attorney video visits
- Scheduling inmate court appearances
- Scheduling inmates from all three facilities for parole and/or sentence expiration
- Serving restraining orders and Department of Revenue Orders to individuals in custody
- Scheduling attorney Video Connect visits, as well as all friends and family video visits at our Middleton facility
- Providing services to certified victims of crimes by making resources regarding offenders available. See the *Victim Services* section.
- Responding to court orders, subpoenas, and other requests for information

Video Conferencing



Video conferencing requires coordination between our department and the courts, as well as reliable technology and knowledgeable staff on each end. The benefits are increased efficiency as well as decreased safety risks and transportation costs associated with driving offenders to court appearances.

Table 5 shows we had 6,224 video conferences in 2022. With COVID-19 restrictions lifting, more in-person appearances reduced the number of video conferences by almost 20% from the prior year. Figure 8 displays the monthly volume.

Records Clerk Louis Felix (pictured above in one of our Video Courtrooms) greets everyone with a smile.

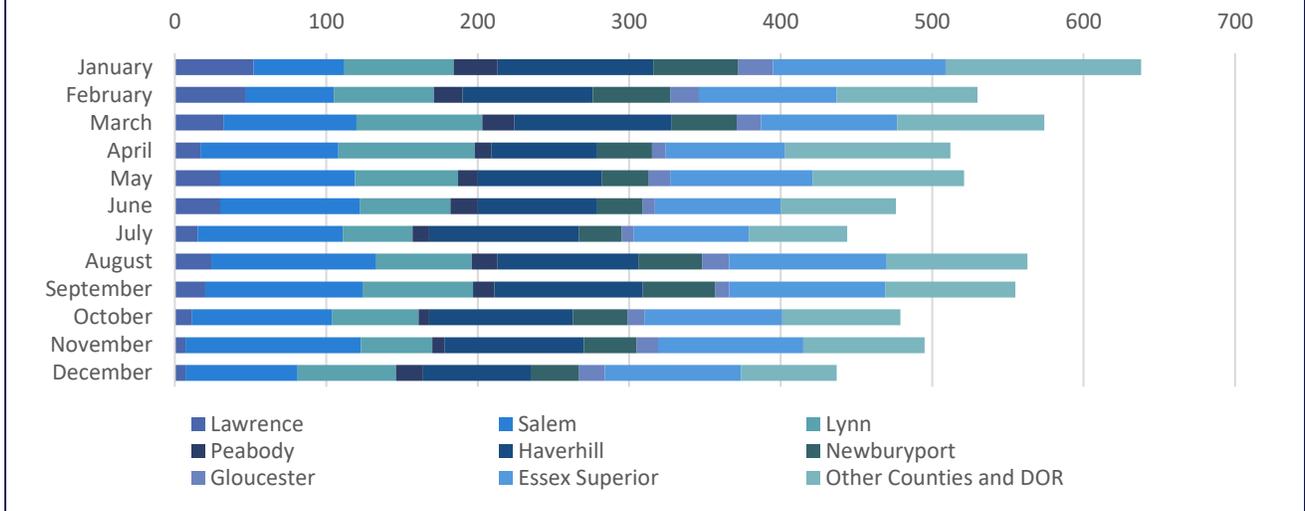
Table 5: 2022 Video Conferences by Court

Source: Alison Hall, ECSD Criminal Records Clerk

	Lawrence	Salem	Lynn	Peabody	Haverhill	Newburyport	Gloucester	Essex Superior	Other Counties and DOR	Totals
January	52	60	72	29	103	56	23	114	129	638
February	47	58	66	19	86	51	19	91	93	530
March	32	88	83	21	104	43	16	90	97	574
April	17	91	90	11	70	36	9	79	109	512
May	30	89	68	13	82	31	14	94	100	521
June	30	92	60	18	79	30	8	83	76	476
July	15	96	46	11	99	28	8	76	65	444
August	24	109	63	17	93	42	18	104	93	563
September	20	104	73	14	98	48	9	103	86	555
October	11	93	57	7	95	36	11	91	78	479
November	7	116	47	8	92	35	14	96	80	495
December	7	74	65	18	71	32	17	90	63	437
Totals	292	1,070	790	186	1,072	468	166	1,111	1,069	6,224

Figure 8: 2022 Video Conferences by Court

Source: Alison Hall, ECSD Criminal Records Clerk



Middleton Security Captain

With 31 years at ECSD, Captain Edward Melanson is prepared to manage several key areas. In addition to Central Control, Outer Perimeter Security, the Mailroom and Visits, he oversees Security & Restraint Equipment, Key Control, Tool Control, our Female Holding Area, and Video Court.

On any given day, Captain Melanson and his staff may conduct security checks in our visit areas, clear attorney laptops coming in, approve visits from government agencies such as the Department of Children and families (DCF) or the Internal Revenue Service (IRS), or inspect our fluoroscope (x-ray) machines. When Captain Melanson was asked how he accomplishes so much, he modestly stated, "I have some really good people."

Central Control



The renovated multi-purpose Female Holding Area at our Middleton facility

This is the communications hub of the Middleton facility, functioning around the clock. The highly trained officers are responsible for:

- Monitoring all activity among employees, inmates, and visitors to ensure the safe and orderly running of the facility
- Running background checks to allow only individuals with the appropriate clearance access to the facility
- Overseeing the issuing of vehicles, weapons, and restraint equipment to officers
- Supporting Security Investigations in maintaining all cameras and locking-doors in the facility

Female Holding Area

While the name is the same, this unit's classification has been changed to more of a safe keep/court return holding area. The flexibility of the staff has been remarkable in their dealing with unclassified inmates, maintaining the cleanliness of the Inmate Services Building, handling the additional responsibility of attorney video visits, in-person visits, and assisting in court video conferences.

Tool Control

The revamping of the facility tool cribs by Officer Daniel Whipple is complete. This process took all outdated tools offline. The shadow boards and cribs were cleaned, painted and re-shadowed. This freed up needed space for new tools and reduced the size of the overall inventory.

A man on the move: Officer Daniel Whipple (pictured right) is known for getting things done.



Key Control & Restraint Equipment



Officer Joshua McAuliffe, the key control officer, continues to do an outstanding job going above and beyond what is expected, ensuring that every lock, key, piece of restraint equipment used in the facility is in complete working order at all times.

All restraint equipment is meticulously maintained and accounted for, as shown in this photo.

Inmate Visits



Officers are responsible for maintaining security while accommodating all authorized visitors. In addition to scheduling the inmate visits, the team must ensure the policy regarding dress code and appropriate documentation for entrance is followed. The visit schedules are logged and filed for future American Correctional Association (ACA) and Department of Correction (DOC) inspections. Pictured left is our Middleton visitor area.

Visit information can be viewed at:
www.essexsheriffma.org/family-and-visitor-information

Outer Perimeter Security (OPS)

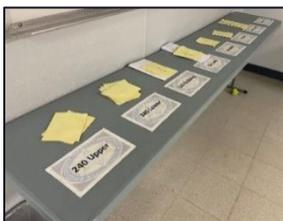
OPS staff must ensure all vehicle movement follow security protocol, clear all visitors to the facility, and provide security for all parking areas and the entire exterior of the facility.

In 2022, our Middleton facility had 12,670 visits: 9,932 privileged visits (attorneys and other professionals) and 2,738 non-privileged visits (family and friends).

Pictured right: Always courteous, Officer Daniel McGarry, OPS 3-11.



Inmate Mail



Inmate mail is scanned offsite and electronically forwarded to our mailroom daily. It is then sent to the inmates' tablets. In the case that an inmate does not have a tablet, the mail is printed and hand-delivered to them. Privileged mail (i.e., from attorneys) is handled differently.

Security Equipment

With the use of metal detectors and fluoroscope (x-ray) machines, correctional officers are able to reduce the amount of contraband entering the facility.

Pictured right, OPS Officer Anthony Gray is known for his calm demeanor, attention to detail, and professionalism.



Captains Shane and Shelley Ehlers: brothers and dedicated ECSD employees



Captains Shane Ehlers (L) and Shelley Ehlers at a recent training session

Combined, brothers Captain Shane Ehlers and Captain Shelley Ehlers have over a half century of dedicated service to the Essex County Sheriff's Department. Both are known for their extensive knowledge of corrections, great work ethic, and dedication to fellow employees. Each, however, has enjoyed his own career path.

Shane has been with us over 29 years, joining after serving in the U.S. Army, assigned to the 101st Infantry Division. In his early years, Shane worked in General Housing then our Restricted Housing Unit. In 1997, he joined the K-9 Unit, where he worked tirelessly for 19 years, and rose to be the head of the unit. Shane then became the department's Executive Officer/Assistant Director of Security. After that, he headed up the Civil Process Division's Law Enforcement Unit before taking his current assignment as Shift Commander.

Does this Captain Ehlers enjoy working with the other Captain Ehlers? Shane made it clear, "Of course! It's nice to have family you can share ideas with and bounce questions off."

Shelley has been with us over 22 years. He was recruited by Deputy Superintendent Charlie Hardy in 1995, and never looked back. After working in General Housing and Restricted Housing, Shelley was a Drill Instructor in the inmate "Boot Camp" for six years. The program focused on challenging inmates while encouraging them to be their best. Shelley was also a Drill Instructor in our Basic Training Academy for several classes before becoming a Shift Commander. He is currently one of our lead firearms instructors as well as a First Responder/CPR and Defensive Tactics instructor. Shelley is also a Massachusetts Sheriffs' Association Certified Defensive Tactics Instructor/Trainer. In addition, he is the head of our department's prestigious Honor Guard.

When asked about working with brother Shane, Shelley stated, "I wouldn't have it any other way. Who better than family to have your back?"

"Not only are Shane and Shelley Ehlers correctional professionals of the highest character and integrity in which I entrust running the Middleton Jail as Shift Commanders, more importantly I am proud to call them my friends."

- Middleton Superintendent Aaron Eastman

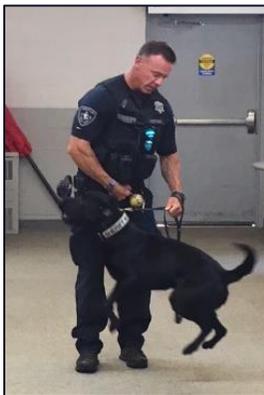
Use of Force Review Board

The Use of Force Review Board was created in 2020. The purpose of the board is to review use of force incidents referred by Shift Commanders. The board examines all aspects of an incident to include videos, reports, training, as well as policies and procedures. Upon a review of an incident, the board recommends the following: take no action, handle the incident at board level, or forward the matter to other avenues if needed including refresher training, discipline, or the Internal Affairs Division.

The Use of Force Review Board consists of the following individuals:

- 1) The Assistant Superintendent or designee of the facility where the incident occurred
- 2) An Essex County Sheriff’s Department Use of Force instructor
- 3) The Director of Research and Statistics and/or an Assistant Superintendent III or IV
- 4) The Director of Training & Staff Development

In 2022, the board reviewed five incidents.



Staff training is vital to ensure officers respond appropriately. Above, Officer George Arauz conducts some of our mandatory annual training.

K-9 Engagement Review Committee

This group of four experienced employees examines incidents involving use of our K-9s. In 2022, the K-9 Engagement Review Committee reviewed two K-9 incidents.

At left, Officer Todd Nestor and K-9 Ryder.

DNA Collection

ECSD works closely with the Combined DNA Index System (CODIS), maintained by the Massachusetts State Police Crime Laboratory, to ensure that each pre-trial and sentenced inmate with known felonies submits a “deoxyribonucleic acid,” or DNA, sample. In addition to sharing pertinent information, we facilitate CODIS technicians coming to our facilities to collect DNA samples.

In 2022, we worked with each of our three facilities and provided CODIS with 219 DNA samples (see Table 6).

Facility	# Collected
MIDD	179
ECPRC	29
WIT	11
Total	219

Armory

Supervision of the armory falls under the Director and Assistant Director of Security Jonathan Campbell. The department’s armorers ensure all assets of the armory are stored and maintained properly. In 2022, the department had six experienced armorers:

- Superintendent Aaron Eastman
- Assistant Superintendent Jason Frampton
- Captain Shelley Ehlers
- Investigator Jerome Jellison
- Sergeant Travis Mustone
- K-9 Officer Matthew Ritvo-Cabezas

Research and Statistics (R&S) personnel reconcile weapon inventory each month. R&S also conducts armory audits every six months and annually. Every two years, a complete physical inventory and audit are conducted in place of the annual audit. In 2022, two six-month audits were conducted, in February and August. Both audits showed excellent results with no exceptions.

The department has 12 range instructors who ensure employees are proficient and safety-focused:

- Superintendent Aaron Eastman
- Assistant Superintendent Christopher Smith
- Assistant Superintendent Anthony Turco
- Assistant Superintendent Jason Frampton
- K-9 Captain Thomas Cote
- Captain Shelley Ehlers
- Lieutenant James Comeau
- Lieutenant Jamie Forcino
- Investigator John Zaccari
- Investigator Jerome Jellison
- Sergeant Travis Mustone
- K-9 Officer Matthew Ritvo-Cabezas



Recruits of Basic Training Academy 22-03 learn firearm safety.



In 2022 range instructors had 243 staff qualify at the range and instructed three ECSD Basic Training Academes at the range. We also had 40 ECSD employees complete interactive, scenario-based training utilizing the Middlesex Sheriff’s Office’s Mobile Training Center (MTC), pictured left.

Our range instructors also hosted five Municipal Police Training Committee (MPTC) Bridge Academies. Under Police reform signed by Governor Baker in 2020, reserve, part-time, and volunteer officers must complete a Bridge Academy to ensure they have received the proper level of training.



Inspections & Housing Units

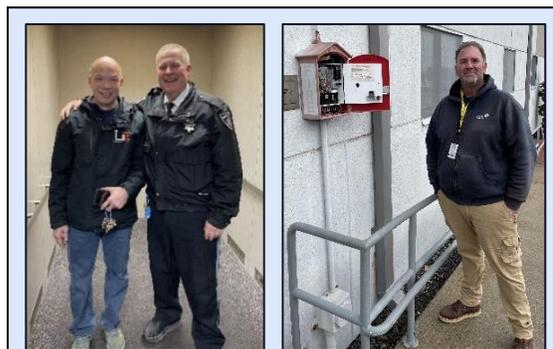
Environmental Health & Safety Officer/Fire Safety Officer



Lieutenant Peter Lundy (pictured left in white shirt) is the department's Environmental Health and Safety Officer (EHSO) and Captain Michael Shultz (pictured left in black vest) is our Fire Safety Officer (FSO). The EHSO meets with an auditor from the Department of Public Health (DPH) twice a year for a quality-of-life audit of the entire operation that examines the physical condition of the facility. Once each audit is complete, the auditor submits a list of any violations to the EHSO. The EHSO then has limited time to repair the violations.

Inspections/testing include:

- All AED machines, monthly
- Air quality, every three years
- Generator, weekly, monthly, quarterly, and annually
- Sanitation, weekly (unit managers) and monthly (EHSO)
- Negative air flow (Medical Housing Unit), monthly
- Flashlights, monthly
- Light and sound, annually
- Pest control, monthly
- Water temperature, monthly
- Elevators, monthly and annually



Above Left: Inspector James Cho (L) of United Elevator meets with Lt. Peter Lundy.

Above Right: Greg Wood of Johnson Controls inspects the call box at our Middleton facility.

Middleton Fire Department

Middleton Fire Department officials and our Fire Safety Officer conduct annual inspections of the entire facility. Middleton Fire submits a letter of its findings to Sheriff Coppinger and any deficiencies are addressed. In mid-2022, work began on a facility-wide fire panel update. This project was completed in early 2023.

The following inspections are also done:

- Fire alarm system, quarterly
- Facility fire drills, evacuation drills, and training, quarterly
- Ansul (kitchen) and Sapphire (IT) systems, biannually
- Emergency lights/exit signs, weekly (unit managers) and monthly (FSO)
- Fire extinguishers (all facilities and vehicles), annually
- Fire hydrants - inspected and flushed, annually
- Fire inspections, weekly (unit managers) and monthly (FSO)
- Sprinkler system, quarterly and every five years

Housing Units

Middleton

- 240 Building (4 units: A, B, C & D)
 - o 240A, General Population
 - o 240B, General Population
 - o 240C, Quarantine Unit
 - o 240D, At Risk
- 120 Building (2 units: A & B)
 - o 120A, Restrictive Housing Unit (RHU): Disciplinary Detention, Administrative Segregation and Protective Custody
 - o 120B, Opening Avenues for Re-Entry Success (OARS)
- 80-Bed (2 units: Upper & Lower)
 - o 80 Lower, Correctional Opportunity for Personal Enrichment (COPE) and Mental Health Programming
 - o 80 Upper, General Population
- 60-Bed, Opening Avenues for Re-Entry Success (OARS)
- Voke Building (4 units: 1, 2, 3 & 4)
 - o Voke 1, Correctional Recovery Academy
 - o Voke 2, Correctional Alternatives for Re-Entry (CARE) and Clean and Sober Existence (CASE)
 - o Voke 3, General Population
 - o Voke 4, Closed
- Medical Housing Unit, Multifunctional (medical/mental health)
- Female Holding Area (varied uses)



Above: Captain William Hitchmoth, oversees our 240, 120, 80-Bed, and 60-Bed buildings as well as the gym on the 7-3 shift.

Below: Captain Kyanna Lees (center) who is also a Critical Incident Team member, takes over these units on the 3-11 shift.



ECPRC

- Housing, General Population:
 - o Main Campus
 - o Annex
 - o Back Building
- Electronic Monitoring Program (EMP): Monitored by Staff

WIT

- Main House: Pre-Release & General Population
- Electronic Monitoring Program (EMP): Monitored by Staff



A smiling Officer Nicholas Wlodyka on the fluoroscope, or "x-ray machine" at the ECPRC



Officer Evan Sucharski staffs the office at the WIT

Office of Professional Standards



2022 Highlights

Superintendent Linda Clifford (pictured left) oversees our Office of Professional Standards. As part of the Office of Professional Standards innovation project, we are partnering with Acadis, a new Training Database platform from Vector Solutions. We are in the developmental stages of building this training database which will streamline our department and academy training. We continue our long-standing partnerships with Northern Essex Community College for our Basic Training Academy and Essex North Shore Agricultural and Technical School for our Youth Leadership Academy and continuous support of our Training and Staff Development Center.

"We continue to be innovative in our approach to making positive change."

- Superintendent, Office of Professional Standards, Linda Clifford

We are proud to have hosted three FBI Law Enforcement Executive Development Association (LEEDA) week-long leadership courses in 2022, with Law Enforcement professionals from across the country in attendance. In 2022, we created the ECSD Wellness Committee comprised of officers of all ranks whose mission is to develop new wellness initiatives for the department.

Working with our department Grants Administrator Leah Harrington we were able to secure a Community Oriented Policing Services (COPS) Wellness Grant which will enable us to provide wellness services to our employees through a Law Enforcement/Corrections Wellness application and funding for a Wellness Coordinator position. Read more in the *Grant Funding* section.



Congratulations to Lieutenant Caitlin Noonan for graduating LEEDA.



Left, Cpt. Paul Atkinson (L) and Ofc. David Fortune peruse material at ECSD's first the Wellness Fair. Right, one of many vendors at the fair.

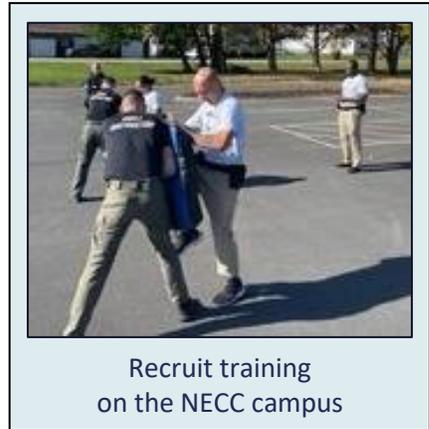
We held our first annual Wellness Fair here at Essex County. Thanks to presentations and demonstrations from our Health & Wellness partner Wellpath along with raffles for our staff, it was a big success!

Coming in 2023

Our focus in 2023 is to continue our wellness initiatives to bring our officers new avenues to achieve and sustain a healthy lifestyle.

Recruiting will be one of our major focuses in 2023. Severe staffing shortages have affected the Essex County Sheriff's Department, as it has every law enforcement/corrections department in the country. We have expanded our abilities to reach a wider and more diverse applicant pool by using several social media platforms, custom hiring apps and multi-media sources.

We are offering a \$2,500 sign-on bonus and a referral bonus for our employees as well. Our Training and Staff Development Division continues to find new and innovative ways to attract quality candidates.



Centralized Scheduling



Critical to daily operation of the Essex County Sheriff's Department is our Centralized Scheduling Office. All scheduling and payroll matters are handled by newly promoted Payroll Director Assistant Superintendent Pamela DiGirolamo (pictured left) and her capable staff. Processing pay, overtime, and detail rates for all employees and vendors is a challenging task. Fortunately, Scheduling Manager Captain Peter Cignetti, Payroll Specialist Kristina Gikas, and Detail Officer Vincent Troisi have the experience and expertise to handle the job.

In 2022, we will fill the Assistant Payroll Director position that was left vacant when A.S. DiGirolamo was promoted.

Under the supervision of Director of Human Resources Deana Piantedosi, Centralized Scheduling is responsible for coordinating time off requests, maintaining daily staffing levels and assignments, addressing overtime needs, and ensuring there is effective communication between Human Resources, Payroll, and Scheduling. This unified approach improves both information flow and productivity.

In 2022, Centralized Scheduling assisted IAD with implementing a new process for ensuring that vendors working within all ECSD facilities have been properly cleared and have valid IDs; implemented a new process to ensure that ECSD's overtime incentives would be paid out accurately and timely; and assisted the Training Division with scheduling training for all ECSD full-time employees.

All ongoing initiatives set forth by the Office of Professional Standards serve to promote positive department enhancements that will support Sheriff Coppinger in his mission and continue to reinforce our core values of Honesty, Integrity, and Respect.

Details

In 2022, our officers provided the following coverage:

- Filled 478 details in Essex County communities including Amesbury, Boxford, Lynn, Lynnfield, Marblehead, North Andover, Nahant, Newburyport, Salem, Salisbury, Topsfield, and Newbury.
- Assisted Massachusetts State Police with 249 Mass Highway Details.
- Assisted Massachusetts State Police with transportation for Trooper Tamar Bucci who died in the line of duty in March.
- Special events included the Touch-a-Truck event at Endicott College, Newburyport Road Race, Peabody Memorial Day Parade, Salem Haunted Happenings, and Topsfield Fair.



Officer Vincent Troisi runs our daily detail operations.

Human Resources



L to R: H.R. Specialist Michele St. Pierre, Director Deanna Piantedosi and Assistant Director Erin Fontaine

The Impact of COVID-19

COVID-19 continues to impact operations at each of the Essex County Sheriff's Department facilities. Since the beginning of this global pandemic in March 2021, Human Resources has been actively involved in contact tracing, workplace accommodations, testing for staff, and coordinating vaccines.

HR staff provide guidance to employees while adjusting to the Centers for Disease Control and Prevention (CDC) guidelines. We also continue to provide Sheriff Coppinger and his Executive Team with daily updates of COVID-19 affected employees.

It is the policy that all Essex County Sheriff's Department employees as defined herein shall demonstrate no later than January 4, 2022, to the Essex County Sheriff's Department's Human Resources Department that they have received COVID-19 vaccination and, going forward, that they demonstrate they are maintaining full COVID-19 vaccination in the full required regimen as determined by the CDC and adopted by the Department of Public Health.

In 2022, 547 *BinaxNOW COVID-19 Antigen Self Tests* were taken by employees and vendors. There were 258 employees and 43 vendors who tested positive.

Congratulations to Director Piantedosi, pictured receiving her certificate for graduating from the FBI Law Enforcement Executive Development Association (LEEDA).



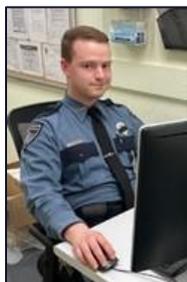
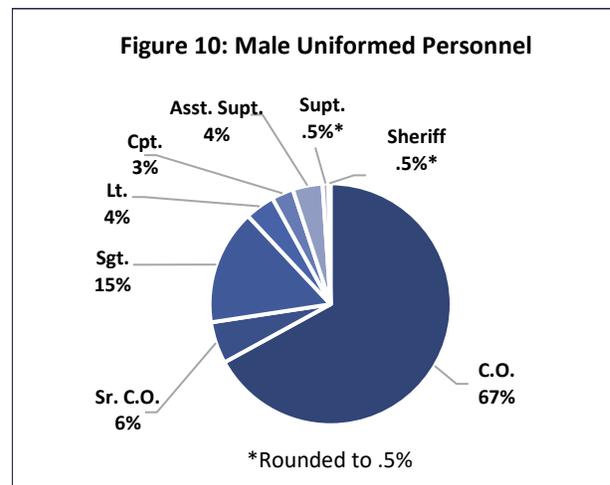
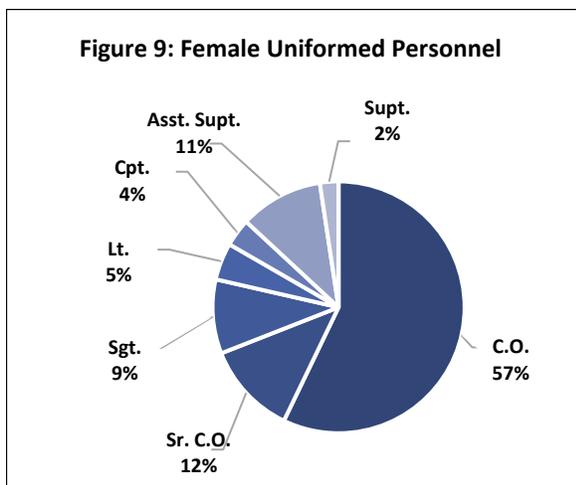
Personnel

As of the end of 2022, we employed 527 individuals in the Sheriff's Department; 460 were uniformed staff. Table 7 shows a breakdown of uniformed personnel by gender: 84 females and 376 males.

Table 7: 2022 Uniformed ¹ Staff by Gender					
Rank	84 Females		376 Males		460 Total Uniformed
	#	% of Females	#	% of Males	
Correctional Officer	48	57%	252	67%	300
Senior Correctional Officer	10	12%	21	6%	31
Sergeant	8	10%	58	15%	66
Lieutenant	4	5%	15	4%	19
Captain	3	4%	11	3%	14
Asst. Superintendent	9	11%	15	4%	24
Superintendent	2	1%	3	0.5% ²	5
Sheriff	0	0%	1	0.5% ²	1

- 1) Uniformed staff includes individuals who have completed a correctional or law enforcement academy and are currently working in that capacity.
- 2) Rounded to .5%.

Figures 9 and 10 show that for the rank of Correctional Officer through Superintendent, female officers continue to have a larger percentage than male officers in higher ranks (e.g., Captain, Assistant Superintendent, and Superintendent).



Officer Thomas O'Toole, Basic Training Academy (BTA) Class 18-01 (left) and Sokhoeun Soun, BTA Class 18-02, proudly serve as academized officers.



Special Recognitions in 2022

Letter of Commendation

October 22, 2022 - For your bravery and professionalism during an extremely challenging and high-risk environment. Despite your own safety at risk, your selfless actions saved lives and prevented others from succumbing further injuries while bringing order to the unit:

K-9 Officer Kyle Kidger and K-9 Django

Pictured right, Officer Kidger and K-9 Django. Sadly, our trusted K-9 and friend Django passed away November 1, 2022.



Letters of Recognition

January 9, 2022 - To acknowledge your outstanding efforts in protecting a victim of domestic violence while off duty:

Officer Jose Arroyo

January 9, 2022 - For outstanding actions during a serious suicide; your quick response and heroic actions during a traumatic situation is a clear example of your commitment to training and dedication to duty:

Sergeant Craig Koulopoulos
Sergeant John MacDonald
Officer Dennis Castro

Officer Zachary Leighton
Officer Michael Zizzo
Rebecca Kitayimbwa, RN



Receiving *Letters of Recognition* from Sheriff Coppinger are Officer Dennis Castro (left) and Investigator John Zaccari (right).



February 2022 - For superb diligence and tireless perseverance that resulted in corruption charges being brought against now former employees for smuggling contraband into our facility.

Investigator John Zaccari

May 9, 2022 - For outstanding vigilance, quick response, and level of care provided to an inmate overdose which no doubt helped save a life:

Officer Francisco Reyes

June 23, 2022 - For quick response and level of care provided to an inmate suffering a severe medical emergency which saved a life:

Assistant Director of Security Jonathan Campbell
Sergeant Brett Feldman
Sergeant Christopher Walsh

Officer David D'Amico
Jonathan Wilson, RN
Tatiana Bruno, RN



Receiving their *Letters of Recognition* from Sheriff Coppinger are Jonathan Wilson, RN (left photo) and Officer David D'Amico (right photo).



Sergeants Leading by Example
 Left photo: Sergeant Brett Feldman receives his *Letter of Recognition* from Director of Security David Earle.
 Right photo: Sergeant Christopher Walsh is congratulated by Sheriff Coppinger.



October 22, 2022 - For their exemplary actions during a volatile incident. Their courage and commitment to the safety and well-being of others, while placing their own safety at risk, is a true testament to their character:

Sergeant Louis Potvin
 Sergeant Peter Waldman
 Officer Ethan Champeau

Officer George Dekeon
 Officer Max Munyanya
 Officer William Panzini

Letters of Appreciation

January 21, 2022 - For your outstanding job performance during an inmate medical emergency. Your immediate actions securing the unit and providing valuable assistance is a clear example of your commitment to training and dedication to duty and is greatly appreciated:

Officer William Gauthier
 Officer William Glidden
 Officer Michael Palm

June 23, 2022 - To acknowledge your quick response and outstanding actions during an inmate medical emergency. Your unwavering support and extraordinary teamwork were instrumental in maintaining unit operations and is a clear example of your commitment to training and dedication to duty and is greatly appreciated:

Officer Dennis Castro
 Officer Liv Frontiero

Officer Michael Palm

August 18, 2022 - To acknowledge your outstanding actions concerning an inmate experiencing a mental health crisis. Your support, patience, and sensitive approach prevented escalation in his behavior. Your exemplary performance is a clear example of your commitment to training and dedication to duty and is greatly appreciated:

Sergeant Anthony Enderele

Officer Ryan Smith



Officer Liv Frontiero (left) and Officer Michael Palm (right) are congratulated by Sheriff Coppinger as they receive their Letters of Appreciation.



August 24, 2022 - To acknowledge your outstanding actions concerning an inmate experiencing a severe panic attack. Your support, patience, and compassionate care prevented further emotional distress and is a credit to your training and dedication to duty, and is greatly appreciated:

Officer Virginia McCormick

October 22, 2022 - To acknowledge your outstanding actions during a volatile incident. Your quick response and efforts in restraining inmates are a credit to their training and dedication to duty, and is greatly appreciated:

Sergeant Joseph Festa

Officer Caitlyn Tobbyne

Military Leave

In 2022, some of our military personnel were called upon to assist the Commonwealth of Massachusetts during many moments of civil unrest, disturbances, protests, and demonstrations, and others were placed on active duty overseas. We thank everyone for their actions and for supporting the Commonwealth of Massachusetts and our country in times of need.

- Security Investigator Jerome Jellison
- Correctional Officer Michael Anderson
- Correctional Officer Michael Cotton
- Correctional Officer Brian Dettore
- Correctional Officer Jefferson Elien
- Correctional Officer Sang Huynh
- Correctional Officer Erik Laflamme
- Correctional Officer Paul Lind
- Correctional Officer Jake Skusevich
- Correctional Officer Robert Waggoner



Our thanks to all our ECSD staff, and all of you, who served in the military. Pictured upper right are veterans Sergeant Benjamin Skusevich (L) and Deputy Sheriff Paul Atkinson. Sgt. Skusevich served in the Army National Guard and Deputy Sheriff Atkinson in the Army. Pictured lower left is K-9 Officer Leonardo Jorge and lower right is K-9 Officer Matthew Ritvo-Cabezas, both of whom served in the Marines.



New Hires

Academized:

Bryan Wilson - Officer

Non Academized:

Ashley Turcott - Assistant Director of Programs

Thomas Mannix - STAR Navigator

Brittany Feldman - Records Clerk

Angie Estevez – Interfaith Coordinator



Promotions

Congratulations to our employees who received promotions in 2022:

New Captains:

James Comeau

Kyanna Lees

Corey Peabody

Scott Sousa

New Lieutenants:

William Chiccarelli

Courtney Cosgrove

Jon Latorella

Benjamin Roberge

Alex Wilson



Sergeant Joseph Cronin - Food Services Director, ECPRC

Kelly McLaughlin - Civil Process Clerk

STAR Navigators:

Andrew Gentile

Anaseidy Vigo

Meredith Nicosia

We extend our Best Wishes to the 15 employees who retired in 2022:

John Fay

James Foley

Scott Foley

David Fortune

Christopher Fusco

James Gonzalez

Ronald L'Italien

Judy Lacroix

Kathleen Lawrence

Sean LeBroda

Mark Mazzaglia

Sean Richards

Arthur Statezni

Gregory Turner

Ann Zannini



Welcome New Officers!

We welcomed three new groups of officers to the Essex County Sheriff's Department in 2022. Their hard work, diligence, and commitment brought them through their 10 weeks of training in order to begin their work as Correctional Officers with us.

Basic Training Academy 22-01

Michael Belfiore
Andrew-Jason Carter
Jessica Chilel
Jancarlos Concepcion
Andrew DePaolo
Jefferson Elien
Luis Gonzalez-Moya
Grady Holt
Nicholas Jorge
Nicholas Lazares
Jessica Ostrowski
Raphael Ostrowski
Jose Quinones
Denis Saint Cyr
Joshua Saint Germain
Emil Steeve

Class Motto: "Stick Together!"



Class Motto: "Stay Strong!"



Basic Training Academy 22-02

Lucas Andrade
Ardie Clifton
Anthony Lopez Sanchez
Ryan Mangino
David Ohlson
Jonathan Perez
Michael Provencher
Sean Quiroz
Riley Scales
Jonah St. Germain

Basic Training Academy 22-03

Skylar Abbatiello
Atebezi Fonge
Ethan Graziouse
Keenan Guilmette
Ahmed Jolaoso
Daniel Norman
Jean Paul
Ryan Rios
David Rodriguez
Yalitza Rodriguez

Class Motto: “Earn It!”



Making graduation a bit more special

Our thanks to some officers that make each of our Basic Training Academy (BTA) graduations a bit more formal, a bit more interesting...and a bit more special. Our Honor Guard is run by Captain Shelley Ehlers. At every graduation, we have a full complement from the Honor Guard. They are part of the opening procession and present the colors (i.e., flags of the United States, POW/MIA, the Commonwealth, and ECSD). They offer the flags during the National Anthem, Pledge of Allegiance, and Invocation. The Honor Guard also presents the flags during Benediction and are part of the procession to close the ceremony.

Sergeant Edward Shinnick, Lynn Police Department (ret.) is perhaps the most well-known bag pipe player on the North Shore. He is as giving as he is accomplished. Without fail, “Ned,” as he is known, plays at every ECSD BTA graduation. He leads the opening procession with “Dawning of the Day.” As Ned says, “I play that because it’s a new day for these men and women.” At the ceremony’s conclusion, Ned leads the exiting procession, playing “America the Beautiful.”

Thank you all for your outstanding professionalism and dedication.



Pictured left, The Essex County Sheriff’s Department’s Honor Guard standing tall.

At right, Sergeant Edward Shinnick, Lynn Police Department (ret.) renders a salute.



Correctional Officer of the Year Awards

Congratulations to our Officers who received Correctional Officer of the Year Awards from the Executive Office of Public Safety and Security in 2022. Due to COVID, these awards were representative of 2019, 2020, and 2021. The following ECSD Officers were recognized:

Medal of Valor

Correctional Officer Caitlyn Bradbury

Meritorious Recognition, Group Awards

Sergeant Michael Petralia

Correctional Officer Liam Hickey

Correctional Officer Patrick Daigle

Former Correctional Officer Andrew Keegan

Lieutenant Steven Wilkens

Sergeant Brian Tavares

Sergeant Jared Valeri

Sergeant Joseph Twomey

Former Correctional Officer Scott Foley

Former Correctional Officer Christopher Day

Sergeant William Chiccarelli

Correctional Officer Ryan Smith

Wellpath NP Gia Leach

Wellpath RN Johana Gonzalez

Correctional Officer Matthew Ritvo-Cabezas

Correctional Officer Kyle Kidger

Correctional Officer Barry McCafferty (ret.)



L to R: Middleton Superintendent
Aaron Eastman,
Officer Caitlyn Bradbury,
and Special Sheriff William Gerke



Front (L to R): Ofc. Matthew Ritvo-Cabezas, Ofc. Patrick Daigle, Ofc. Caitlyn Bradbury,
Sgt. Steven Wilkens, Sgt. Jared Valeri, Ofc. Kyle Kidger (far right)
Back (L to R): Ofc. Barry McCafferty (ret.), Ofc. Ryan Smith, Sgt. Michael Petralia, Sgt.
William Chiccarelli, Ofc. Liam Hickey, Sgt. Joseph Twomey, Sgt. Brian Tavares

Training & Staff Development



“The Training Division’s goal is to bring positive change and innovative training to the Essex County Sheriff’s Department. Enthusiasm, collaboration, and teamwork drive the division in the achievement of our goal.”

- Training & Staff Development Vision Statement

Assistant Superintendent Michael Smolski
Director of Training & Staff Development

The Journey of becoming an Essex County Correctional Officer: *Joining Our Team!*

Community Partnership/Recruiting



The Training Division hosted several community events in which residents visited the Training Center for a presentation on the public service role the Essex County Sheriff’s Department plays in local cities and towns. Training team members Officer Stephen D’Apolito, Officer George Arauz and Sergeant Jonathan Credit helped organize these events. A special thanks to Captain Thomas Cote and his team for providing demonstrations for the events.

Recruiting efforts expanded in 2022 to include the implementation of the HigherMe application, a billboard campaign, a movie theater promotional segment, and the hosting of informational sessions for new applicants. Throughout the hiring process, the Training Division works in collaboration with Human Resources and Internal Affairs. In addition to community events, our recruiting efforts continue to focus on local colleges, universities, and military reserve units. The following schools/units were visited in 2022:



- UMASS Lowell
- Merrimack College
- Worcester State University
- North Shore Community College
- Saint Anselm College
- Westfield State University
- Bridgewater State University
- Nichols College
- Stonehill College
- Salem State University
- USMC Londonderry, NH Reserve Unit
- Endicott College



Basic Training Academy

Once an applicant passes the hiring process, they enter the Sheriff’s Basic Training Academy (BTA). The BTA is run three times per year at Northern Essex Community College (NECC) in Haverhill.





Beginning as a Drill Instructor, Academy Director Allisson Hernandez celebrated her 20th academy in 2022.

Academy Director Allisson Hernandez has been with ECS D since 2006. She holds instructor certifications in Train the Trainer II, Defensive Tactics, FitForce, and CPR. Director Hernandez manages the daily operations of the academy, supervises the Drill Instructors, and maintains a relationship with NECC. Under her guidance, the 10-week academy provides extensive training and prepares recruits both mentally and physically for their careers in the Essex County Sheriff’s Department.



Pictured above are our 2022 Drill Instructors (L to R): Sergeant Guy Ventura, Sergeant Charles Ober, and Officer Matthew Goodwin.

Areas of the comprehensive training program include but are not limited to:

- CPR/1st Responder
- Use of Force/Defensive Tactics
- Firearms Qualification
- Cultural Diversity
- Mental Health First Aid
- Report Writing
- Suicide Prevention
- Emergency Response Procedures

To apply online, go to our website: www.essexsheriffma.org

Field Training Officer Program

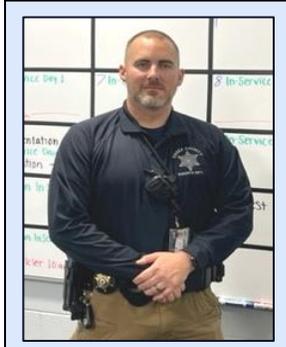
Once a recruit graduates and is sworn in as an Essex County Correctional Officer they are assigned a Field Training Officer. Correctional Officers and Sergeants who embody our Officer values of *Honesty, Integrity, and Respect* are selected into the program, which now has 25 Officers.

Once selected, they receive guidance and training from the Training Division. Sergeant Jonathan Credit and Officer George Arauz have been instrumental in the development of this program. FTOs achieve their objective of continuing the training and development of our newest officers through the use of the FTO database. The database allows FTOs to review and remediate job tasks with new officers as they learn and grow in their careers. Monthly meetings with trainees build career-lasting bonds and provide mentorship to the newest members of the Essex County Sheriff’s Department.



Sgt. Jonathan Credit and Clerk Samantha Kenney are a great team, working with hundreds of employees each year.

Bridge Academy and POST Certification



Since joining Training in 2021, A.S. Jason Frampton has shared a wealth of knowledge with his fellow employees.

In order to fulfill requirements set forth in the newly enacted Police Reform law, all reserve intermittent trained ECSD Deputy Sheriffs are required to attend the Municipal Police Training Committee (MPTC) Bridge Academy. During 2022, the Training Division worked diligently to assist our Deputy Sheriffs through this additional training and certification process.

Assistant Director of Training Jason Frampton played a pivotal role in the training facilitation, administrative reporting, and organizational management of our large group of Deputy Sheriffs participating in the process. A.S. Frampton is Peace Officer Standards and Training (POST) certified and serves as the lead Firearms and Use of Force Instructor. A.S. Frampton is certified in multiple disciplines through the MSA and MPTC. He is also a Federal Law Enforcement Training Centers (FLETC) trained Use of Force Instructor and holds certifications in CPR, First Responder, and Tactical Medical for First Responders.

Youth Leadership Academy

The Essex County Sheriff's Department Youth Leadership Academy (YLA) was up and running again after a one year break due to COVID-19. This was Sergeant Credit's second summer as the Director of YLA. In the summer of 2022, we hosted 498 youths from across Essex County. YLA ran for seven weeks, from June to August. In addition to ECSD staff Sergeant Credit, Officers Derek Ryan, Meghan Cokely, Stephanie Angelo and Caitlyn Bradbury, we enlisted 10 college interns. Read more in the *Youth Leadership Academy* section.



Training Division Highlights

- Officer Meghan Cokely (pictured above right) joined Training as Recruitment Specialist
- Basic Training Academy Classes 22-01, 22-02, and 22-03 graduations were held in person at Northern Essex Community College
- Hosted numerous events and trainings:
 - o Use of Force Training
 - o Critical Intervention Team (CIT) Training
 - o Essex County Correctional Officer Association (ECCOA) luncheon
 - o Salem PD Citizen's Academy
 - o Informational session for Peabody and Beverly High Schools
 - o Team Training Associates Leadership Training for Sergeants
 - o Team Training Associates Leadership Training for Captains and Lieutenants
 - o FBI-LEEDA Executive, Supervisory, and Command Training
 - o Middlesex County Sheriff's Department provided their mobile Firearms Unit which allowed for advanced training in Use of Force scenarios for ECSD staff



Responsibilities

- Conduct 40 hours In-Service Training for academized staff
- Conduct 40 hours In-Service Training for support staff
- Conduct 16 hours In-Service Training for clerical staff
- Conduct Firearms Training and Qualification
- Oversee the employee physical fitness test
- Implement Correctional Officer Recruitment Strategies
- Administer the Sheriff's Youth Leadership Academy
- Administer the Basic Training Academy
- Conduct 40 hours Orientation for new employees, vendors, volunteers, and interns
- Oversee the Training Advisory Committee
- Assist with the hiring process for correctional officers
- Oversee the Field Training Officer Program
- Participate in MSA Education and Training Committee meetings
- Facilitate Bridge Academy enrollment and practical training

"The Training Division provides annual, on-going training to develop employee career skills, improve job performance, and to remain in compliance with any and all state and federal regulations and mandates."

- Assistant Superintendent Michael Smolski
Director of Training & Staff Development

2022 Statistics

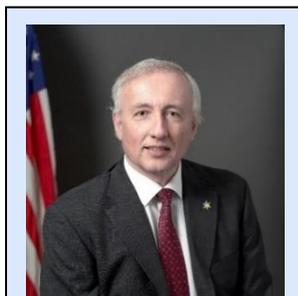
- Training is provided for over 600 employees annually
- Training is provided for over 300 new vendors, volunteers, and interns annually
- 60 staff members certified as Law Enforcement Officers through the POST Commission
- 36 recruits graduated from the Basic Training Academy
- Physical fitness test was taken by over 200 ECSD employees



Passing PT!

Passing the department's 2022 Physical Fitness Test are (L to R): CASE Director Alexander Bergen, Sgt. Justin Sarofian, Officer Stephen D'Apolito, and Officer Steven Ryan.

Internal Affairs Division



David Tobin
Superintendent,
Internal Affairs
Division

Mission Statement

The Internal Affairs Division (IAD) under the direction of Sheriff Kevin F. Coppinger ensures that the department is maintaining strict compliance with its rules and regulations as outlined in the *Employee Handbook, Policies and Procedures, Post Orders*, and its *Code of Ethics*. IAD is independent and impartial in its work product and is a “checks and balances” for the department.

Our IAD investigates the allegation of employee misconduct with the overall objective of preserving the public’s trust, protecting the department, its employees, and those in custody. IAD investigates matters involving, but not limited to, violations of law, use of force reviews, contraband, harassment, sexual harassment, and discrimination. IAD also conducts comprehensive Background Investigations for all department employees and Security Clearance Reviews for all civilian vendors.

IAD works jointly with local, state, and federal law enforcement agencies as well as the Essex County District Attorney’s Office and the United States Attorney’s Office.



IAD staff, Front, L to R: Investigator Gerald B. Mohan, Assistant Superintendent Lauren S. Iannelli, Superintendent David T. Tobin. Back, L to R: Investigator Steven P. Boucher, Investigator Leonard E. Desmarais, Investigator Thomas N. Reddy, and Investigator David J. Wentzell

The summary in Table 8 represents IAD’s workload for the year 2022:

Table 8: 2022 IAD Duties Handled	
	# of matters
Vendor Security Clearance Review	167
Employment Background Investigations	86
Internal Investigative Activity	44
Law Enforcement Contact Reviews	41
Administrative Reviews	35
Department Identification Clearance Renewals	34
Promotional IAD Contact Reviews	20
Promotional Prisoner Rape Elimination Act Reviews	14
Total matters initiated by IAD	441

Inspections & Compliance



The Office of Inspections and Compliance (OIC) is responsible for reviewing policy language to ensure compliance with all federal, state, and local laws. OIC also maintains compliance with Prison Rape Elimination Act (PREA) standards and Americans with Disabilities Act (ADA) laws and regulations. In addition, the office maintains compliance with standards from the American Correctional Association and Department of Correction. They are also responsible for both state and federal audits at the Middleton, ECPRC, and WIT facilities.

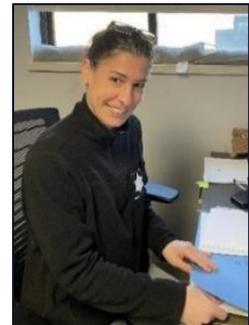
Staffing

Rachel Goguen (pictured above) joined the Essex County Sheriff's Department in 2021 as the Assistant Superintendent of Inspections & Compliance. With 34 years of correctional experience, A.S. Goguen ensures updates with all required laws, policies, and standards, as well as continual preparation for upcoming audits, and ADA requirements.

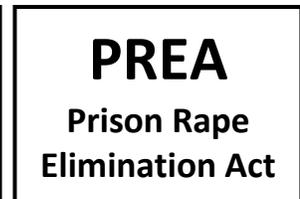
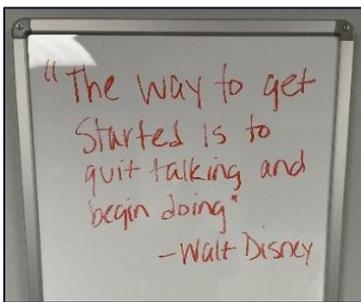


Assistant Superintendent Joseph Magnarelli (pictured left) continues to serve as the PREA, ADA, and Suicide Prevention Coordinator. A.S. Magnarelli played a fundamental role in our recent PREA re-accreditation. In his role of ADA Coordinator, A.S. Magnarelli implemented a system where hearing-impaired inmates can access translators, free of charge, to assist in their communications with both staff and outside support. He continues to be an advocate for both inmates and staff. A.S. Magnarelli also delivers PREA training to new and current staff.

Lt. Karen Paluzzi (pictured right) continues in her role of ACA/Policy Coordinator. Lt. Paluzzi maintains all ACA standards, ensuring compliance with each. She continually maintains policy and post order updates and provides updates and training in the department's on-line training module, PowerDMS.



A simple quote, scrawled on a small whiteboard in the Compliance office, sums up the hard-working attitude of Rachel, Karen, and Joe.



2022 Highlights

Americans with Disabilities Act (ADA)

ECSD continues to be innovative in their approach to maintaining compliance with the ADA. Recently, the department obtained new technology which allows for live, over-video sign language interpretation. This capability has been successfully utilized at medical appointments, staff meetings, and most recently educational programming. ECSD is proud to ensure equal access for all, and remains dedicated to this endeavor.

American Correctional Association (ACA) Audits

ACA audits were conducted in November 2021 for both the Middleton and WIT facilities, with the final hearings being conducted once all reports were received from the audit team. These hearings were held in February 2022, and both facilities received approval from the American Correctional Association for continued accreditation.



Department of Correction (DOC) Audits

The DOC conducted their initial audits in Middleton, ECPRC, and WIT in June. Each audit assessed “cycle two” standards including a physical plant tour, quarterly reports, media access and information, inventory control, personnel, information systems, research requests, physical security, inmate movement, searches, inmate grievance procedures, and inmate mail. At each facility, all practices were in compliance.

Prison Rape Elimination Act (PREA)

ECSD works closely with the Department of Justice (DOJ), Office of Justice Programs (OJP) and Bureau of Justice Assistance (BJA) on the implementation of PREA Standards. In 2020, we received a PREA Grant, *Protecting Inmates and Safeguarding Communities*. As a result of that grant, A.S. Magnarelli was hired as PREA Coordinator. In this role, he continues to cultivate community resources for inmates to utilize, ensures compliance with PREA cases and assessments, and provides training sessions for new employees and yearly trainings for current staff.



“Staff at each facility were commended for their work in ensuring compliance with each standard as well as their continued diligence for the safety and security of the facility.”

- Assistant Superintendent Rachel Goguen

In March, we welcomed a PREA auditor from the Department of Justice to evaluate our continued compliance with federally mandated PREA standards. Each of the facilities, Middleton, ECPRC and WIT, was thoroughly audited during the week-long process. A total of 87 standards were assessed and each PREA-related matter reviewed. The auditor found the records to be impeccable and the practices to be exemplary. We are proud to say each facility achieved a score of 100% and each facility has been re-accredited for the next three years.

Peer Support and Employee Assistance

Peer Support Team

Formed in 2018, the team currently consists of 18 trained employees representing different ranks, military backgrounds, shifts, and seniority throughout all the facilities. The team is available to help fellow ECSD employees who are dealing with difficult issues.

Critical Incident Stress Management

Eleven of the Peer Support members are certified in Critical Incident Stress Management (CISM) through the International Critical Incident Stress Foundation, Inc. CISM responds to incidents at other law enforcement agencies throughout Essex County and beyond. CISM trained members provide assistance after a critical incident with defusings and debriefings, as well as references for a continuum of care. Two of our members are also certified in Advanced Crisis Intervention through the International Critical Incident Stress Foundation, Inc. Our CISM team members were called in to provide defusings and debriefings for five critical incidents in 2022.



Northeastern Massachusetts Law Enforcement Council's CISM Team

Two of our CISM members are also members of the "NEMLEC CISM." On a rotating basis, these two members are on call to assist any law enforcement agency in Northeastern Massachusetts. These two members were called out to eleven separate critical incidents in 2022.



Our thanks to Peabody Police Chief Thomas Griffin (pictured left) and Danvers Police Captain Ashley Sanborn (pictured right) for overseeing the NEMLEC CISM Team.



Employee Assistance Program (EAP)

In November of 2019, ECSD contracted with CompEAP to provide a diverse range of programs for employees that may be struggling with issues such as alcohol/drug abuse, financial challenges, domestic/marital/probate problems, elder concerns, or requesting mental health counseling. In 2022, CompEAP provided confidential services for 32 employee matters.

All support and employee assistance is confidential.

"There is no wrong door to knock on when you need help."

- Admiral Michael Gilday, U.S. Navy,
in explaining how we need to take care of each other.

Operations

As the department's Chief Operating Officer, Special Sheriff William Gerke not only oversees the department's three correctional facilities, Civil Process, and STAR Offices, but also Operations.

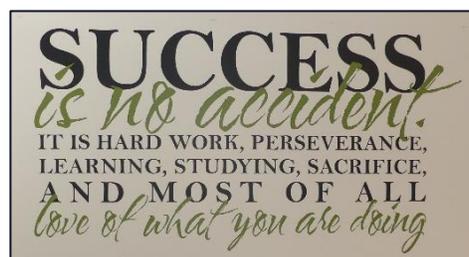
Strategic Planning & Policy



Barbara Maher is the department's Strategic Planning & Policy Director. She has served the Commonwealth for over 30 years, with 27 of those years at ECSD.

Major areas of responsibility include the Research & Statistics Division, Grant Funding and Communications. Day-to-day responsibilities include department-wide reviews of all programs and practices, grant funding reporting and oversight of ongoing, multi-year state and federal programmatic grants, collection of data for evidence-based practices, fiscal budgeting, staffing, strategic planning, and website and media relations. Director Maher also serves as a Special Projects Manager to execute department projects as well as annual specialty reporting for ECSD to the Massachusetts Sheriffs' Association.

The stencil on Director Maher's wall shows her attitude toward her work – and life: "Success is no accident."



2022 Highlights

Grant Funding

ECSD works tirelessly to apply for and manage grants annually to support critical recovery and re-entry initiatives, programs, and community-based services upon release. The department also sought out officer wellness grant opportunities and was awarded \$175,000 for Law Enforcement Wellness & Mental Health. This will provide a robust wellness program for correctional staff. In 2022, grants for the department totaled \$2.6 million.

Social Media Presence

Communications Director Gretchen Grosky is responsible for all ECSD's public relations matters as well as our social media presence via the department's website and accounts on Facebook, Twitter, Instagram, and LinkedIn. Gretchen also works closely with Training in recruitment efforts via marketing plans and various electronic platforms.

Research & Statistics

Assistant Superintendent Maurice Pratt leads the Research & Statistics Division. This team produces detailed and comprehensive reports such as the Annual Report, annual recidivism reports, population counts, as well as monthly, quarterly and semiannual reports and audits. It also assists the Grant Funding Division with evidence-based data collection as required by federal and state grants.

Assistant Superintendent Pratt is a member of:

- Northeastern Massachusetts Law Enforcement Council (NEMLEC) Critical Incident Stress Management (CISM) Team
- Massachusetts Crime Analysts Association (MACA)
- Use of Force Review Board
- K-9 Engagement Review Committee
- Honor Guard

Analyst Kristi Hale joined the Research & Statistics Division this year and brings over 30 years' experience in project and database management as well as extensive knowledge in research systems and data migration.

Intern Program

ECSD continues to work with local colleges and universities to offer professional learning and exposure to correctional work experiences through unpaid internships. These semester-long internships offer students relevant work connected to their studies. Internships often lead to opportunities for full-time jobs.

101 Correctional Funding Commission

The Correctional Funding Commission was created by Section 101 of the Fiscal Year 2021 *General Appropriations Act* to conduct a comprehensive study regarding the appropriate level of funding for the Department of Correction and all Massachusetts County Sheriffs' Departments. Sheriff Coppinger and Bristol County Sheriff Thomas Hodgson sit on the Commission, representing all Massachusetts Sheriffs' Departments. Over the past two years, ECSD provided an enormous amount of data to the Commission members regarding all aspects of the department's operations. In conjunction with the Commission's work, ECSD partnered with the National Institute for Corrections as part of an extensive, virtually led, pilot Staffing Analysis Training. The staffing analysis, when completed department-wide, would identify the number of custody personnel positions required to staff a safe and secure, constitutionally compliant facility that meets all federal and state requirements.

Grant Funding

Grant Administrator Assistant Superintendent Leah Harrington brings extraordinary knowledge of state and federal funding opportunities, application requirements, and our department's needs to her position. Under Sheriff Coppinger's administration the formulation of a Grants Committee was made to guide the department in the research of best and evidence-based practices to implement programmatically and correctionally sound initiatives through grant development. Members of the committee include all areas of the department: Programs, Security, Executive Administration, and Superintendents, as well as contracted vendors to serve as subject matter experts within their areas of the department. Strategic planning is the main focus of this committee to enhance the mission of the ECSD. The Grants Office monitors all reporting and compliance in all areas of any grant awarded and implementation.



Through collaboration, communication, and team-work, Assistant Superintendent Harrington secured grant funding for inmate programs, education, treatment, and employment training by partnering with agencies throughout Massachusetts and beyond. ECSD has been awarded multiple funding opportunities totaling nearly \$5 million; \$2.6 million in 2022 alone. Funds were used to address the department’s re-entry efforts, the ongoing opioid epidemic, and other crucial areas in the department.



Department of Justice (DOJ) Office of Justice Programs (OJP) Community Oriented Policing Services (COPS) - FY 2022 Law Enforcement Mental Health and Wellness Act Program, year one of two: \$175,000

This year the priority was securing funding to enhance officer wellness. ECSD was awarded the maximum of \$175,000. The ECSD Wellness Initiative will enhance training, support services focused on officer emotional well being, mental health, and self-awareness, including suicide prevention efforts, peer support, clinical and family support services to current and retired employees and family members through a confidential centralized support system.

Congressional Community Project Funding (CPF), The Supporting Transitions and Re-Entry (STAR) Program: \$850,000

STAR enhances post-release services for sentenced and pre-trial, male and female individuals, establishing a full continuum of care, including “wrap-around services.” The goal is to reduce recidivism and provide the tools to be a productive member of society. In collaboration with the Courts, Probation and Parole, the District Attorney and Defense Counsel, the program will receive referrals to enhance participant success through conditions of the courts, Probation, and Parole.

Department of Justice (DOJ) Office of Justice Programs (OJP) Bureau of Justice Assistance (BJA) PREA Implementation - FY 2020 Implementing PREA Standards, Protecting Inmates, and Safeguarding Communities, year two of three: \$250,000



To grow our PREA Expansion Program through evidenced based practices following the proven model outlined on: www.CrimeSolutions.gov This sets forth a proven model of the prevention, detection, and response to inmate sexual assault, abusive behaviors, and sexual harassment. Together with our medical/mental health provider, Wellpath, we concentrate our efforts on strengthening our response to reported and unreported sexual assault on incarcerated individuals.

“Leah gets us the funds for so many projects. She’s wonderful.”

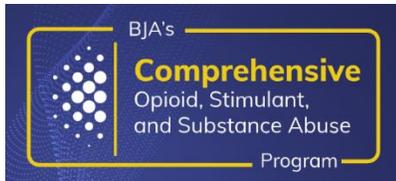
- Jose Hernandez, ECPRC Assistant Superintendent

Department of Justice (DOJ) Office of Justice Programs (OJP) Bureau of Justice Assistance (BJA) - FY 2020 Improving Re-Entry for Adults with Substance Use Disorders Program, year two of four: \$900,000

To fund the Essex County Opioid Recovery and Behavior Change Project (ORBC). Due to the growing impact of opioids among high-risk youth in our communities, ECSD will partner with Roca and UTEC to create a comprehensive pre and post-release Cognitive Behavioral Therapy (CBT) response to break the cycles of incarceration and substance use.

Department of Justice (DOJ) Office of Justice Programs (OJP) Bureau of Justice Assistance (BJA) Justice and Mental Health Collaboration - Program Category III, Implementation and Expansion, year three of three: \$750,000

To fund our Essex County Mental Health Diversion Program designed to divert pre-trial offenders diagnosed with mental health and substance abuse co-occurring disorders (CODs) for comprehensive and individualized treatment. This project also includes data collection, performance measurement, and local evaluation of factors contributing to recidivism conducted by Danielle Marie Carkin-Lacorazza, Ph.D. Through this funding, ECSD had two staff members certified as Train-the Trainers in Trauma Informed Care Response.



The Department of Justice (DOJ) Office of Justice Programs (OJP) Bureau of Justice Assistance (BJA) - FY 2020 Comprehensive Opioid, Stimulant, and Substance Abuse Site-based Program (COSSAP), year three of three: \$1.2 million

To fund our Essex Medication Assisted Treatment Recovery Project (EMATRP). ECSD is expanding and enhancing our current MAT Program and pre and post-release support services through evidence-based treatment, as well as recovery support to 3,000 inmates. Danielle Marie Carkin-Lacorazza, Ph.D. and Rimonda Maroun, Ph.D. will serve as the evaluators for the project.

MA Department of Elementary and Secondary Education (DESE), Perkins: \$55,407

A partnership with the Essex North Shore Technical School to implement a Hardscape Program where inmates receive an industry recognized credential. Inmates also receive a Job Readiness certificate from Northern Essex Community College and OSHA-10 certification.

Department of Health and Human Services (DHHS) Substance Abuse and Mental Health Services Administration (SAMHSA), for the Medication Assisted Treatment – Prescription Drug and Opioid Addiction (MAT-PDOA) year one of five: \$2.625 million

Essex Medication Re-Entry Grant Expansion (EMRGE) will serve 950 clients over the course of the grant. EMRGE will continue to address the growing need to expand and enhance MAT and other recovery support services for inmates with opioid use disorders. Program goals include: 1) increased capacity in Essex County to provide a continuum of MAT services; 2) expanded Medications for Opioid Use Disorder (MOUD) and comprehensive Opioid Use Disorder (OUD) psychosocial services; 3) expanded provision of rehabilitative services through a whole-person, integrated treatment model, in partnership with community-based providers.

Department of Health and Human Services, (DHHS), Substance Abuse and Mental Health Service Administration, (SAMHSA), year three of three: \$1.5 million

Awarded from the Targeted Capacity Expansion: Medication Assisted Treatment – Prescription Drug and Opioid Addiction solicitation. The Essex Medication Assisted Treatment, (EMAT), now Essex Medication Re-Entry Grant Expansion (EMRGE), will address the growing need to expand and enhance Medication Assistance Treatment (MAT) and other recovery support services for inmates with opioid use disorders. Partners include:

- Volunteers of America: Case management
- Police Assisted Addiction & Recovery Initiative (PAARI): Mentoring
- Advocates for Human Potential: Performance assessment and program evaluation

MA Department of Elementary and Secondary Education, Title One - Part D: \$112,455

Provide inmates under the age of 21 the Adult Basic Educational Program to assist in obtaining their HiSETs while incarcerated and transition services such as vocational training, counseling, career advising, ESL, family engagement, and professional development.

MA Department of Elementary and Secondary Education, HiSET: \$1,270

Assist in the payment for inmates to take their HiSET exams.

MA Department of Elementary and Secondary Education, Adult Basic Education Planning Grant: \$29,682

Establish a planning and evaluation team to determine the feasibility and sustainability of a community adult learning center in corrections.

MA Executive Office of Public Safety and Security (EOPSS) awarded the Department Residential Substance Abuse Treatment: \$25,000

The Correctional Recovery Academy (CRA) is grounded on the Therapeutic Community philosophy. Staff and community members work together at developing recovery treatment plans to encourage a more pro-social thought process.

MA Department of Public Health, Bureau of Substance Abuse Services: \$70,200

The Correctional Recovery Academy (CRA) is grounded on the Therapeutic Community philosophy. Staff and community members work together at developing recovery treatment plans to encourage a more pro-social thought process.

MA Department of Public Health awarded the Department, State Opioid Response (SOR): \$262,500

To address the barriers to receiving MAT by reducing the cost of treatment, developing innovative systems of care to expand access to treatment, engage and retain patients in treatment, address discrimination associated with accessing treatment, and support long-term recovery services.

New England High Intensity Drug Trafficking Areas (NEHIDTA), Essex County Youth Leadership Academy (YLA): \$86,125

ECSD partners with New England HIDTA to fund our Youth Leadership Academy. The YLA serves approximately 500 at-risk youth in Essex County, ages eight to 14. The mission of YLA is to offer our attendees, referred to as Cadets, a safe, challenging, and fun atmosphere with a variety of activities, demonstration projects, classes, and field trips through which they develop teamwork, coping, leadership, and good-decision-making skills. The YLA engages Cadets in discussions on topics ECSD YLA is the only “camp” of its kind in the county that offers prevention and education activities, transportation, and team building activities free of charge to the Cadets and their families.

MA Attorney General’s Office, Youth Internship Program: \$2,500

Assists in payment of Youth Leadership Academy Internships.

Community Partnership Funding: ECSD has partnered with several community agencies to expand its services to specialty populations leaving incarceration.

- Substance Abuse and Mental Health Services Administration for the Medication Assisted Treatment – Prescription Drug and Opioid Addiction (MAT-PDOA) awarded Lynn Community Health \$2.625 million to assist inmates returning to the Lynn area with their battles with opioid addictions. This includes wrap-around pre and post-release services.
- The Executive Office of Health and Human Services (EOHHS) and the Department of Public Health (DPH) awarded Greater Lawrence Family Health Center and Lynn Community Health Center part of a \$2.3 million grant to provide recovery-based services for Black and Latino men who are at risk of fatal overdoses upon release from incarceration, Culturally-responsive wraparound services and case management will be provided pre- and post-release, including individual recovery support from substance use.
- The U.S Department of Labor, (DOL) Employment and Training Administration, ETA, awarded Volunteers of America \$4 million to expand its successful Essex Tech Training Program at the ECPRC. The Essex County Re-Entry Vocational Training Center Program will serve 550 inmates of the Middleton Correctional Facility, Essex County Pre-Release and Re-Entry Center, and the Women in Transition pre-release facility through a program that will provide workforce services prior to release and continued services after release for participants returning to Essex County. Program participation will improve participants’ post-release employment and recidivism outcomes while meeting labor market demands in the communities where they return to live.

Research & Statistics

Mission Statement

The Research and Statistics Division of the Essex County Sheriff’s Department strives to remain on the cutting edge of data collection, analysis, and presentation. Through diligence, integrity, and attention to detail, the division will provide relevant and highly reliable information.

Personnel

Welcome Kristi Hale as our new Research Analyst! With a BS in Chemical Engineering from Tufts, Kristi brings an outstanding level of analysis capability to R&S. Kristi has already tackled several large projects.

Responsibilities

- Conduct research and analysis to produce reports as well as ad hoc projects.
 - o Data supports grant applications, mandatory state and federal reporting requirements, as well as partnerships with educational, clinical, and law enforcement agencies.
 - o The *One-Year Recidivism Study* includes detailed analysis of factors affecting the success of former inmates.
- Present research findings, reports, and requested information to fellow employees, superiors, outside agencies, and the public.
- Serve as point of contact for outside agencies requesting research information. Screen requests for information to ensure that each study and report is requested by an ECSD employee, law enforcement/correctional agency, or an agency or individual authorized to have the information contained in the study/report that has been requested.

- Screen all requests to conduct research at the department and, if appropriate, forward to the Middleton Superintendent.
- Conduct monthly, semi-annual, annual, and biennial Armory audits.
- Produce ECSD's *Annual Report*.
- Represent ECSD on the state-wide Criminal Justice Reform project to create and maintain a public dashboard containing data relating to our inmate population.

2022 highlights included (below L to R) the Faith & Blue initiative, Senior Scams presentation tour with Senator Barry Finegold, and the Massachusetts Special Olympics.



2022 Printings

- Essex County Sheriff's Department 2021 Annual Report
- Recidivism Rate Lowest Since 2015: Study of 19,084 Cases Shows Relationship Between ECSD Inmate Services and Reduced Recidivism
- 2021 One-Year Recidivism Study
- Interns to Employees: A Pathway to Success
- Six-Month Armory Audits: February '22 and August '22
- BTA Graduation Programs: 22-01, 22-02, and 22-03

Studies are available by contacting A.S. Pratt: mpratt@essexsheriffma.org or (978) 750-1900, ext.3543

Director of Communications

The Essex County Sheriff's Department is committed to keeping you informed. We keep you connected through our website, as well as our social media pages on Facebook, Instagram, Twitter, and LinkedIn. On these sites, we share news about our facilities as well as information on the work we do to help those who come to us and leave us on a pathway to success. To keep up to date on the latest Essex County Sheriff's Department news, follow us on social media and by signing up for email alerts on our website: www.essexsheriffma.org

We also do community outreach. One special project we offered this year was our autism seatbelt covers (pictured right). These covers alert first responders in case of an accident that the autistic person may resist. We gave out over 1,000 of these seatbelt covers. If you are interested in receiving one, please email ggrosky@essexsheriffma.org



Important news, developments, and information about the Essex County Sheriff’s Department can be found on our website at: www.essexsheriffma.org

Facebook page at: www.facebook.com/essexcountysheriffsdepartment

Twitter at: www.twitter.com/EssexSheriff

Instagram at: www.instagram.com/essexsheriff

LinkedIn at: www.linkedin.com/company/essexsheriff

Fiscal Services

Finance



Budget Director Marilyn Scott and Chief Financial Officer Kevin Sullivan work together to meet ECSD’s fiscal needs.

Kevin Sullivan oversees the Fiscal Services Division which encompasses Budgeting, Procurement, Accounts Payable, Contract Services, and Accountable Property, as well as our IT Division, which is headed by David Marescalchi. In addition to handling all the fiscal transactions for the department, this unit assists with processing of federal grants, police details, interdepartmental service agreements, and Civil Process.

For Fiscal Year 2022 (FY22: 7/1/21 to 6/30/22), Essex County Sheriff’s Department had an average daily population of 1,076. We spent \$75,481 per inmate from just our Administration Account. When we factor in spending from all sources: all state appropriations, capital, trust, and federal, along with our Administration Account, the total annual cost spent per inmate was \$78,899 (see Table 9).

Table 9: FY 2022 Cost Per Inmate

Funding Sources	Spending	Average Daily Population (FY22)	Cost per Inmate
Administration Account	\$81,217,917	1,076	\$75,481
Spending from other sources	\$ 3,677,768	1,076	\$ 3,418
Total	\$84,895,685		\$78,899

Pictured right (L to R): Budget Analyst II Kathleen Curran, Budget Analyst I Kristina Ferguson and Assistant Budget Director Jeffery Lariviere



Table 10 illustrates that in FY22, 23 cents of every dollar spent was for healthcare or inmate program services.

Table 10: FY 2022 Spending for Health and Inmate Services		
Service	Spending	% of Total Cost per Inmate
Health Services*	\$11,792,366	14%
Program Services (including Commissions)	\$ 7,545,500	9%
Total Health and Program Services	\$19,337,866	23%

*MAT spending began in FY20

Personnel

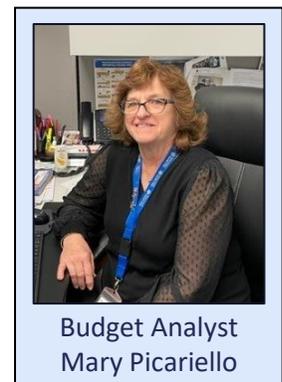
“Fiscal” has a combined 150+ years of state service. This combination has enabled the division to work together as a team to promote the objectives of the organization to eliminate waste, fraud, and abuse, or in the words of Special Sheriff Gerke “to produce an efficient and well-run operation.” The table below shows the experience breakdown.

Title	Staff	Years of State Service
Budget Analyst II	Kathleen Curran	3
Budget Analyst I	Kristina Ferguson	6
Accountable Property Officer	William Raynard	6
Procurement Director	Sarika Shrestha	7
Procurement Manager	Cassandra Evans	9
Budget Director	Marilyn Scott	15
Assistant Budget Director	Jeffery Lariviere	16
Budget Analyst	Mary Picariello	22
Chief Financial Officer	Kevin Sullivan	36
Contract Manager	Rosemary Bevins	41

Kristina Ferguson has recently returned to school to pursue her advanced degree in Business Management. **Jeff Lariviere** has developed and maintained a budget/finance database for tracking spending which enables the department to reconcile and audit all transactions more accurately.

The Fiscal Division works jointly with Human Resources and Payroll.

- In 2022, our Officers provided detail services for 16 communities. Fiscal created over 475 detail invoices, an increase of 20% over 2021. This meant approximately 750 detail payments to our Officers.
- ECSD continues to add enhanced features to the new time keeping system purchased to replace the obsolete 20-year model. In 2022, new clocks were installed at all sites adding biometrics functionality with finger scanning. This state-of-the-art product incorporates two modules to simultaneously function to accommodate the various staffing structures.



2022 Highlights

- Processed 25 new vendors to the state-wide vendor system and updated 21 vendor profiles
- Issued 3,842 payments to over 325 vendors
- Signed a new lease for the STAR Program Lawrence and began the renewal process our lease for the Civil Process Office in Salem.

Physical Projects and Planned Enhancements

Since our FY23 budget was increased, we have been able to address critical needs that had been deferred. We began an effort to replace all Middleton bunk beds with stainless steel to create a safer environment for inmates and staff. Our next goal is to replace all desks and inmate shelves.

Securing funding from the Division of Capital Asset Management and Maintenance (DCAMM), we plan to:

- Replace cameras, door locks, and our surveillance system at the ECPRC in 2023 and at Middleton in late 2023 or early 2024
- Replace radios to improve efficiency and increase safety
- Classify older vehicles to a surplus status and replace them with newer vehicles

Procurement

The Procurement Division ensures that all the purchases for goods and services are conducted using the Best Value Procurements Method and according to department procedures following state and federal regulations. This is to ensure an open, fair, and competitive procurement process, as well as an efficient and transparent purchasing process.

2022 Highlights

Through an open, fair, and competitive procurement process, the following were some of the Procurement accomplishments in 2022.



Watching the money:

It may have been the middle of winter, but Procurement Director Sarika Shrestha (L) and Manager Cassandra Evans were on the roof inspecting a project.

- **Infirmiry air units replacement:** To improve the air quality of our Medical Housing Unit, two roof-top units (RTUs) were replaced through a fair and competitive procurement process.
- **STAR furniture:** Our new STAR Program offices and breakroom were outfitted with new furniture for staff and vendors.
- **Food port locks:** The food port locks on several cells were replaced to ensure the safety of inmates and corrections personnel.
- **Bunk beds:** Bunk beds were replaced facility-wide.
- **AED units:** “Semi-automatic” automated external defibrillators (AEDs) were replaced with “fully automatic” AEDs.
- **Motorola APX4000 portable radios:** Over 85 radios and charging units were procured for our correctional staff, to keep the team coordinated and connected.
- **New recording system:** A new system to record our radio calls was procured. While we previously used the Regional Dispatch Center to record calls, we are now able to utilize our own department-supported system.

- **Study of fire control panels and alarm system:** After a recent study, it was recommended to update the existing fire alarm control panels in Middleton.
- **ACADIS software:** A new training software was implemented for our sworn officers and civilian staff, allowing them to digitize and automate the previous paper process. Read more in the *Office of Professional Standards* section.

Contracts Management

Rosemary Bevins, our Contract Management Liaison (pictured right), is charged with maximizing fiscal efficiencies between ECSD and its contracted vendors, and ensuring contract compliance. This is accomplished through direct on-sight monitoring, effective system coordination, and enhanced communication processes. Rosemary ensures all technical aspects of the contracts are fulfilled, and that all performance measures and benchmarks are achieved.



2022 Highlights

- Continued to efficiently maintain established benchmarks with our five major service contracts for inmate dining, medical/nursing support, educational/training programs, clinical/re-entry services, and the Medication Assisted Treatment (MAT) Program. Pursued our own Opioid Treatment Program (OTP) license. This will enable us to have greater control of our program.
- Some of the accomplishments of our vendor partners this year were:
 - o Continued maintenance of the weekly medication utilization rate below the established baseline.
 - o Began the new Supporting Transition and Re-Entry (STAR) Program. Offices are based in Lynn and Lawrence to provide services to released inmates and to individuals who need support, education, and counseling to avoid incarceration. STAR was started with an \$850K grant from Congressman Seth Moulton's office.
 - o Improved the wireless and IT capabilities and tablet functionality within the facility.

Accountable Property Officer



William "Bill" Raynard (pictured left) provides guidance and training to staff on inventory control, surplus policy procedures, and records retention. Bill ensures compliance with state and correctional regulations regarding the records retention schedule of the Secretary of State.

Proper disposal of computers: In 2022, Bill worked with Trident Electronics Recycling of Salem to properly recycle several pallets of computer equipment. For ECSD, this meant the "secure and ethical outlet for the disposal" of our equipment as stated on Trident's website:

www.tridentboston.com/mission-statement



Information Technology & Communications



Chief Information
Officer Assistant
Superintendent
David Marescalchi

Our IT staff are resourceful and knowledgeable, serving our seven locations and the needs of our staff around the clock all year long.

In 2022, in addition to daily duties, the IT team was able to expand tech capabilities of staff, vendors, and inmates by quickly installing pertinent services and equipment. This included several major projects reoccurring in 2022 for inmates, such as expanding application (“app”) availability on tablets including the Lexis Nexis Law Library, Digital Mail, and network-secure access to online education. This included doubling the number of legal discovery workstations in the library.

Our 2022 staff-related projects included: new laptops for the classroom at the Training Center to support both the needs of ECSD and Bridge Academy Access for ECSD staff and outside law enforcement agencies; upgrading and expanding video conferencing equipment; major upgrades to ECSD network infrastructure; ongoing server virtualizations; and upgrading staff and vendors workstation hardware systems.

The IT team works together as an integrated unit to efficiently produce results. The table below shows the team and years of experience.

Rank/Title	Staff	Years of State Service
Assistant Superintendent IV/CIO	David Marescalchi	29
Systems Manager	Kosta Spanos	28
Communications Director/NEMLEC ¹	David Spinosa	22
Senior Correctional Officer/IT Officer	Neil Turmenne	24
Senior Correctional Officer/IT Officer	Chris Warren	30
IT Technician/NEMLEC ¹	Michael Griffin	1
Assistant Superintendent IV/Project Manager	Christine Arsenault ²	22

- 1) Northeastern Massachusetts Law Enforcement Council (NEMLEC) members David Spinosa and Michael Griffin provide communications support for NEMLEC and maintain NEMLEC’s communication vehicle.
- 2) Assistant Superintendent Christine Arsenault is part of the Middleton Superintendent’s Team and has been assigned as a Project Manager to work with IT & Communications for multiple projects including the Securus Tablet and Video Visits upgrades, inmate wall phone replacements, and Body Worn Camera project.

We continue to work with the MSA, EOPSS, and Offender Management System (OMS) vendor Viapath on the OMS for ongoing software and hardware systems updates, as well as the OMS CJ360 upgrades for Criminal Reform Reporting requirements. We are working to improve ECSD’s network hardware and uninterrupted power supplies (battery backups) for the current closed-circuit television (CCTV) and door control systems.



Systems Manager
Kosta Spanos

Inmate Tablets

We partnered with Securus Technologies to provide the best possible tablets available for inmates. In 2022, 975 inmates were issued Securus tablets. New tablets were provided that improved functionality, allowing inmates to use them for phone calls, mail, appropriate entertainment, education, religious services, and other approved programming. Due to the prolonged pandemic, we continued to provide video visitation for the inmates to meet with their attorneys as well as family and friends. To address contraband being sent to inmates through the mail, we moved to a digital mail system where mail is opened and scanned offsite then sent to the inmates electronically. In the case that an inmate does not have access to a tablet, the electronic version is printed and delivered to them.



SECURUS

According to the company's website (<https://securustablet.com>), some of the benefits of a Securus tablet are:

- Communicate with family and friends
- Idle time can become positive and productive
- Utilize educational resources
- Self-help opportunities such as mental health and addiction recovery

Family & Friends Video Visits conducted through Securus for 2022 were:

Middleton	30,407
ECPRC	957
WIT	<u>72</u>
Total	31,436

There were 2,981 Attorney Video Visits conducted at the Middleton facility through Securus for 2022.

In order to promote user responsibility, if an inmate destroys or damages a tablet the matter will be referred to the Disciplinary Sergeant. If the inmate is found responsible, they may be required to pay for the tablet and/or be ineligible to receive a new one.

Upcoming Projects

- MIDNet Cloud Based Access Implementation
- Automated Fingerprint Identification System (AFIS) Integration at the ECPRC and WIT
- Inmate Education Network (IEN) expansion to the ECPRC and WIT to include:
 - o TABE Testing
 - o GED testing
 - o HiSET
 - o Tablet Learning Management System (LMS)
- Laptops for Basic Training Academy classroom
- Upgraded dedicated training workstations for Control Rooms at all facilities
- ECSD Inter-facility Network High Availability (HA) upgrades
 - o Installing redundant hardware and connectivity services for mission continuity
- Disaster Recovery System upgrade planning
- OMS/North Point Equivant Classification system integration/implementation
- Digital radio upgrade



Communications
Director/NEMLEC David
Spinosa (L) and Sr. C.O./IT
Officer Neil Turmenne

Security Investigations



The Security Investigations (S.I.) team, led by Director of Security David Earle (pictured left), investigates any alleged criminal activity in the department. This includes assault, sexual assault, possession of contraband, and conspiracy to commit a crime. In addition to investigations and the prosecution of crimes, S.I. focuses on the gathering and sharing of intelligence. They work closely with the District Attorneys in Essex and Middlesex Counties, Massachusetts State Police, FBI, ATF, and local police departments. Table 11 shows the vast scope of investigations handled by S.I.

Category	Count
Clearances	1,029
Inmate requests/assisting inmates	503
Gang validations	171
Non-criminal cases	124
Criminal cases	96
Nicknames documented	82
Prison Rape Elimination Act (PREA) cases	35

Working with Other Agencies to Make a Difference

Of the 2,040 matters handled by Security Investigations in 2022, none were “routine.” Every clearance into our facility, every gang validation, and every non-criminal case had its own issues. Each required the utmost attention to detail, institutional knowledge, and professionalism.

Then there were the 96 criminal cases. Our Investigators handle each case from the original complaint or allegation, through the investigation and court proceedings. The following two cases demonstrate the Security Investigation staff’s ability to detect and address illegal activity.

Vincent and Laurie Caruso

Based in Lynn, Vincent “Fatz” Caruso operated a huge drug trafficking organization (DTO) throughout Massachusetts. His mother, Laurie Caruso, worked for him in the business. Mr. Caruso used high-volume pill press machines to manufacture hundreds of thousands of counterfeit prescription pills containing Fentanyl. As part of his enterprise, Mr. Caruso, who is a Crip gang member, oversaw not only the distribution and trafficking of drugs, but also shootings and armed robberies.

Our S.I. Division assisted in the investigation that led to the conviction of Vincent and Laurie Caruso. In March 2022, Mr. Caruso pleaded guilty to numerous drug and weapons charges, as well as several other charges. He was sentenced to over 20 years in prison and five years’ supervised release. In February 2022, Ms. Caruso pleaded guilty to drug charges. She was sentenced to nine years in prison and four years’ supervised release.

First Assistant U.S. Attorney Joshua S. Levy said the Carusos, “...pumped poison and violence into our communities...” and thanked the exceptional efforts of their law enforcement partners.

In the U.S. Attorney Office’s formal announcement, they cited Essex County Sheriff’s Department for their effort (U.S. Attorney’s Office, 2022).

Luis De Leon

In September 2022, former Naval Police Officer De Leon was charged with making a threatening phone call to his ex-wife in Iowa and sending two threatening letters to his ex-wife’s mother, also in Iowa. Mr. DeLeon allegedly used very intimidating language in both his phone call and letters. He has agreed to plead guilty on all three counts.

The charge of making threatening communications in interstate commerce provides for a sentence of up to five years in prison, three years of supervised release, and a fine up to \$250,000.

ECSD’s S.I. Division worked with the local police in Iowa as well as federal agents to solve the case. Our team provided key evidence that led to Mr. De Leon’s arrest and subsequent charges (U.S. Attorney, 2022).

Automotive Fleet & Warehouse



As of the end of 2022, we owned 107 vehicles. Maintaining these vehicles takes a skilled team. In addition to ECSD staff, inmates, who have been appropriately cleared, work in Middleton’s automotive garage five days per week. Here, they learn general vehicle maintenance. Assistant Superintendent Christopher Smith (pictured left) oversees our fleet and warehouse.

In 2022, we retired nine vehicles and purchased one new car. This Ford Escape has been assigned to our Lynn STAR Program. All of our marked vehicles are equipped with Fleetistics GPS tracking system. Last year, these vehicles traveled a total of 788,614 miles. Including all fleet vehicles, our staff traveled approximately 900,000 miles. Our thanks to Assistant Superintendent Smith, his staff, and our inmate workers for keeping these vehicles safely running.

At ECSD, employees and inmates work side-by-side in many areas: the kitchens, on the blocks, and outside in common areas, just to name a few. The work these individuals do together helps our department run smoothly. Some inmate workers perform landscaping, cleaning, and facility maintenance at Middleton. Others are assigned to the warehouse, where they handle shipping, receiving, and storage for the entire department. From repairing cars and stocking the warehouse to picking vegetables and painting the housing units, they pull together to get the job done.



Security is always paramount, and an inmate must earn the opportunity to be classified as a worker. However, the working relationship between staff and inmates is based largely on mutual respect and trust.

Team players: Officers Jeffrey Cruz (L) and Theodore Nichols (R) both are always willing to help others.

Facilities & Maintenance

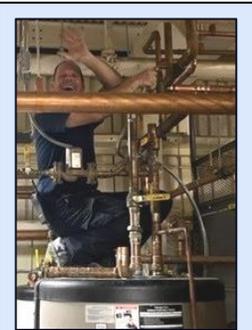
This dedicated staff are responsible for care and maintenance of all department/state-owned property.

2022 Projects

Middleton Facility

Attorney Joseph McGowan works closely with the Department of Capital Asset Management and Maintenance (DCAMM) to secure funding and track progress on projects. Facilities Director Jeffrey MaGuire oversees daily operations. Projects included:

- 80-Bed Unit Update and Restoration Project
At a cost of six to seven million dollars, the project includes new secure windows, HVAC/climate control, ceilings, exterior siding, and pavement. In 2022, we saw great progress, and the job will be complete in 2023.
- 240 Building Roof Replacement and HVAC systems
This extensive project includes a new roof membrane, new HVAC units and wiring with a chiller plant. New infrastructure improvements include supports under the roof, new plumbing ventilation, and an upgraded ADA-compliant cell and shower in the 240A. Total cost will be approximately \$10 million.
- Several large in-house plumbing projects were completed
 - o Re-plumb the kitchen dishwasher and install a new three-compartment sink and new grease trap.
 - o Replace the Voke Building boilers with three new water holding tanks and two new boilers, all with new plumbing.
- Improvements to fencing throughout the facility.
- Studying future projects
 - o Working with DCAMM to examine additional Voke Building Improvements
 - o Improve or replace our Inmate Services Building
 - o Improvements to the Medical Housing Unit and kitchen
 - o Gym renovation to include bathroom and showers



New addition to the staff, licensed plumber Scott McLaughlin



Left: (L to R) Maintenance Officer Eric Lingerman, DCAMM Resident Engineer for the 240 Roof Project Madera Servio and Facilities Director Jeffrey MaGuire

Right: A massive crane lifts a beam onto the roof of the 240 Building.



Essex County Pre-Release & Re-Entry Center

- Library was relocated and upgraded
- AC replaced in the Main Building
- Inmate locker and storage were upgraded
- Staff lunchroom was remodeled
- Various Hardscape projects. Thank you to our Hardscape students and instructor Dave Collins.

Food Service

Aramark provides the department's food service and inmate commissary. In 2022, our three facilities had a combined average daily population of 1,087 in-custody inmates (i.e., not including those on the Electronic Monitoring Program). This means the Aramark team prepared approximately 1,190,265 meals. In addition, the crew handled the catering needs for the department, primarily consisting of coffee, muffins, and sandwiches.



All correctional facility menus are designed by Registered Dietitians to meet the nutritional requirements specified by the facility, as well as the guidelines set by the American Correctional Association (ACA). Aramark partners with each individual correctional facility to determine the nutritional specifications for the menus we create (e.g., calories, portions, and religious meals).

All meals for Middleton and the ECPRC are prepared on-site, while the meals for the WIT are made at the ECPRC. Each meal is delivered in a safe manner, arriving at the WIT fresh and ready to serve.

Sergeant Joseph Cronin became our ECPRC Food Services Director in October 2022, after long-time Senior Correctional Officer Kathleen Lawrence retired from the position. Sgt Cronin has been with our department since July 2001. In addition to working in Housing, he was assigned to the Middleton kitchen for six-and-a-half years. "I really like it over here (referring to the ECPRC), and I love working in the kitchen" Cronin stated. As part of the position, Sgt Cronin has become certified in Food Service Allergen Awareness, ServSafe, and Environmental Health & Safety. Pictured right, Sgt Cronin is promoted to ECPRC Food Services Director while his supervisor, A.S. Sean Gallagher proudly applauds.



In2Work Vocational Training Program

Through this unique initiative, run by Aramark, inmates are taught basic food service skills. Upon completion, each participant receives a certificate. Aramark is a *second-chance employer*, dedicated to hiring former inmates.

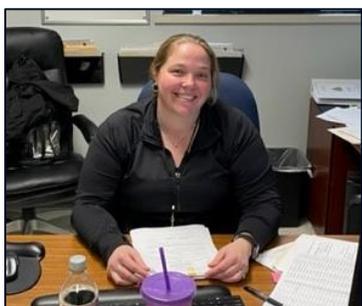
Inmate Focus

Parole

By having parole officers in each of our three facilities, inmates are able to meet with the officers and, if eligible, go before the Parole Board. The Parole Board may then approve supervised conditional release. This transition from confinement to parole discharge provides a basis for responsible conduct on the part of the parolees with supervision and support.

The Parole Board’s Mission:

- Identifying those parole eligible offenders for whom there is sufficient indication that confinement has served its purposes and setting conditions of parole;
- Providing transitional planning, supervision, and assistance to the offender and direction to relevant services that promote responsible conduct;
- Enforcing compliance with parole conditions through the timely application of a graduated scale of sanctions, including a return to confinement;
- Developing partnerships with applicable federal, state, county, and non-profit organizations in an effort to provide a continuum of risk reduction programming to offenders that reduces recidivism, maximizes resources, eliminates duplication, and demonstrates fiscal responsibility;
- Striving to understand the concerns of victims and the general public, giving full consideration to these concerns when setting policy and making parole decisions.



Lindsey Rodriguez, Institutional Parole Officer, or “IPO” (pictured left) has been with Parole for over five years, and at our Middleton facility since October 2022. Prior to working in Middleton, she worked at state facilities including NCCI Gardner and MCI Concord. She also worked five years for the Department of Correction between MCI Concord and Souza Baranowski Correctional Center. Since she arrived at our Middleton facility, the partnership between ECSD and Parole has been very positive. IPO Rodriguez shared that the staff have been welcoming and accommodating to the ever-changing needs as the

state adjusts its parole practices.

Our Middleton Team: Institutional Parole Officer Lindsey Rodriguez, Transitional Parole Officer Gina Coyle, Transitional Parole Officer Rebecca Nealon, and Office Support Specialist Cheryl Samuels.

Table 12 illustrates Parole’s success with ECSD inmates.

Table 12: 2022 ECSD Inmates Seen by Parole				
	MIDD	ECPRC	WIT	Total
Saw Parole Board	196	92	25	313
Received Parole	144	85	24	253
Got Released	71	80	20	171

Source: Pratikshya Bohra-Mishra, Ph.D., Massachusetts Parole Board

Understanding Parole Board Procedures

The “Got Released” from a particular institution is not exactly a subset of those who “Saw Parole Board” at that institution (which is based on the number of hearings held at the institution), and “Received Parole” (which is the number of reserve votes for hearings held at the same institution) for a number of reasons:

- Some inmates will not have a hearing but would be released as a mandatory or medical release by the Department of Correction . Note there were no such releases from the above institutions in 2022.
- Some inmates might be transferred from the facility after their hearing and, therefore, will be released from a different facility.
- Some of the “Got Released” number could come from hearings held in the same institution in prior years.
- Some inmates might have their hearing held at the Central Natick Office (instead of the facility in which they are residing) because it is a Victim Access Hearing, but if they receive a reserve vote, they will still be released from the facility.

Inmate Disciplinary Office



At the ECPRC and WIT, minor matters are handled in-house. Major issues such as drugs, escape attempts, threatening staff, or fighting, would be referred to higher custody: ECSD, Middleton for men and the Suffolk County Sheriff’s Department for females.

The Middleton Disciplinary Office oversees the inmate disciplinary process. Disciplinary Sergeant Alexandre Nascimento (pictured left) reviews all reports to ensure they are properly entered into the department’s database and copies are given to the inmate(s) involved. A hearing is scheduled or, if the inmate chooses, they may plead guilty to the Disciplinary Sergeant. All findings are entered into ECSD database.

While an informal minor matter may be resolved more expeditiously, a formal matter takes a bit longer, but still must be resolved within seven business days. Tables 13 and 14 show the results of the 2,693 formal disciplinary cases heard and the 111 appeals in 2022.

Disciplinary reports received	2,693
Found not guilty	34
Dismissed	251
Released	153
Guilty	2,165
Guilty - Reduced to minor	54
No action taken	36

Findings appealed	111
Appeals approved	8
Appeals denied	82
Appeals modified	21

Inmate Grievances

The Inmate Grievance process allows inmates to seek resolution to a specific complaint or concern. While medical matters are handled by trained medical staff, all other grievances are referred to the department's Grievance Officer, Lt. George Glynos (pictured right). The Grievance Officer thoroughly investigates all facts to determine the validity and nature of the grievance, then issues a decision. If the inmate disagrees with the Grievance Officer's response, they may appeal to the Assistant Superintendent to whom the Grievance Officer reports.



Of the 1,165 grievances that were submitted at the Essex County Correctional Facility in 2022, 91 were approved, 216 denied, 163 resolved, and 695 were returned, withdrawn, or found invalid.

Massachusetts Bail Fund

We work with the Massachusetts Bail Fund (MBF), a project of the Criminal Justice Policy Coalition, a registered 501(c)(3) agency. The fund contributes up to \$1,000 bail to allow low-income individuals to stay out of jail while addressing their cases. MBF's funds are revolving, meaning if an individual's case is resolved, the funds become available again.

In order to accommodate the individuals and facilitate the judicial process, if the MBF posts bail, we will provide transportation to the court that has jurisdiction over the individual's case. Through the efforts of our staff, between four and five inmates per month receive bail assistance from the Massachusetts Bail Fund. In 2022, 54 ECSD pre-trial inmates were released with the help of the MBF. Learn more about the Massachusetts Bail Fund at: www.massbailfund.org

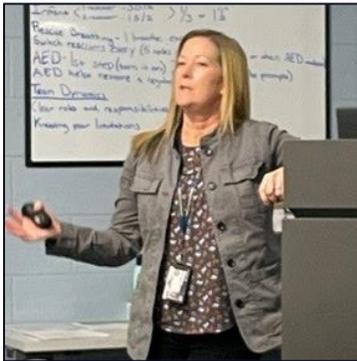
Post-Release Follow-Up

Throughout his career at ECSD, retired Sergeant Dennis Laubner has had a reputation for caring about others. In his current role as Corrections Specialist, he reaches out to former inmates. He wants to know how they are dealing with life after incarceration, and if they need assistance.

In 2022, Dennis reached out to 121 former inmates (6% more than last year). He connected with 78, or 64%, of them (2% more than last year). Of the individuals he spoke with, 52 (67%) stated they were working and four (5%) were disabled. Forty-six (59%) stated they were in substance/alcohol counseling or treatment. Upon their release, some inmates receive cell phones from Volunteers of America, which has helped Sergeant Laubner in his post-release contact efforts.

Dennis explained that he sometimes has the opportunity to speak to family members of former inmates, which he enjoys. As he stated, "People are thrilled that we follow up with their loved ones."

Medical & Mental Health Services



Our Director of Clinical Services Jennifer Padre (pictured left) works with Wellpath, our healthcare contractor, to ensure individuals in our custody receive excellent physical and mental health care. Our Medical Housing Unit provides 24-hour professional staff. If an inmate requires additional treatment, we transport them to the appropriate outside facility.

In 2022 Wellpath focused on increasing staff, leveraging new technology, and redefining the delivery of services in a post-pandemic world.

Some of the key staff positions that were filled in 2022 were pharmacist, medical director, dentist, and a Health Services Administrator. Caitlin Wilson (pictured right) was hired in October as the Health Services Administrator. Her background includes many years of oversight of multidisciplinary teams delivering a variety of health care services.



The National Commission on Correctional Health Care (NCCHC) audit is completed every three years. This is a health services accreditation program that utilizes external peer review to determine if correctional institutions meet the standards of their provision of health services. NCCHC renders a professional judgement and assists in guiding the improvement of services provided as needed. This audit includes 40 essential standards and 27 important standards.

The ECSD NCCHC audit was completed in March 2022. There were no medical or mental health deficiencies identified and ECSD was awarded full accreditation.

Wellpath introduced and piloted a new program at ECSD to address recruiting and retention of staff with the introduction of a Talent Acquisition Ambassador. This position provides a more streamlined process to recruitment, on-boarding, and training of new staff as well as ongoing support to Wellpath staff throughout their employment at ECSD.

The delivery of medical and mental health services continued to be impacted by the ongoing challenge of COVID-19. The medical and mental health team approached these challenges with creativity and a focus on responsive patient care. Accessing providers to deliver consultation via telehealth continued to expand to provide patients with the most thorough care possible.

Wellpath implemented two new areas of technology which have expanded services and provided the opportunity for patients to access additional care and consultation at the jail when previously they may have required a transfer to a local hospital. *Wellpath Now* is a telehealth service that offers on-site staff additional resources and allows for a consult with off-site Wellpath medical providers to assist with the assessment of a patient and discussion of various treatment options.



In addition, Wellpath recently introduced *MyWoundDr.* This allows for direct access to a Wellpath wound care specialist through photographic technology providing in-depth assessment of wounds. The on-site staff can utilize this service and consultation to guide them in the care of the patient at all stages of wound treatment.

Mental health services through Wellpath continued to be a focal point in 2022, as the needs of patients became more complex, and COVID-19 presented ongoing obstacles. The mental health staff has approached these challenges in a professional and dedicated manner by working to reach patients through scheduled appointments, responding to crisis, as well as meeting patients in housing units as they quarantine.



In 2022, the Wellpath mental health team hired an additional psychiatric provider. Kelvin Miller (pictured right) joined the team as a Psychiatric Nurse Practitioner. NP Miller provides support at all three Essex County facilities and has been a vital part of the team’s ability to assess the psychiatric needs of patients more efficiently.

Following is a breakdown of care provided.

Evaluations ¹	
Initial Screenings	3,235
Physical Assessments	2,474
Mental Health Evaluations	903
Medical and Mental Health Visits (Sick Calls)	
Medical Provider ²	1,211
Nurse ²	1,197
MH Professional ¹	1,075
MH Provider ¹	986
Dentist	653
Patients sent to Emergency Dept.	307
Patients admitted to the hospital	91

- 1) Some mental health screenings, assessments or evaluations resulted in mental health appointments.
- 2) Includes MD, Nurse Practitioner (NP), and Physician’s Assistant (PA).

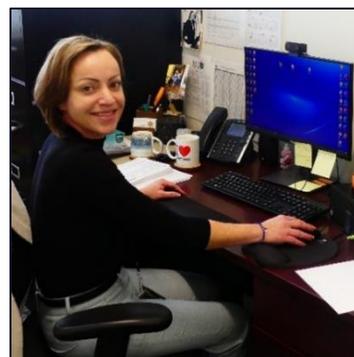


“Patients are at the center of everything we do.”

- Wellpath’s website: wellpathcare.com/about/

Drug Screening

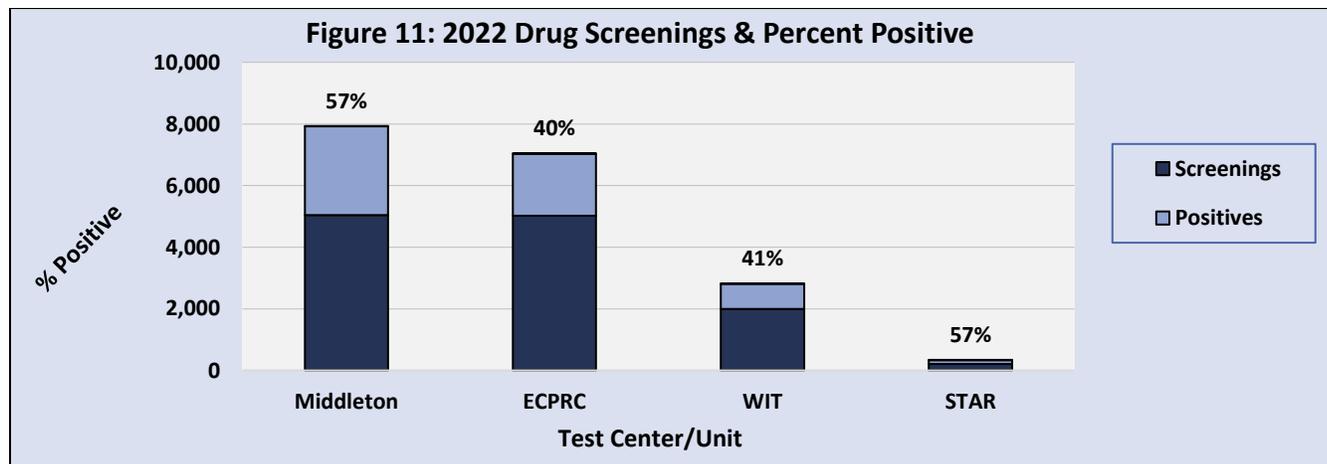
In 2022, we saw two important changes in our Drug Screening laboratory. Claudia Franco (pictured right) was now our Urine Analysis Coordinator, having assumed the role in December 2021. We also brought on a new partner in Averhealth. We use Averhealth's proprietary technology, Aversys, to capture accurate results on the thousands of tests we conduct each year.



The Aversys screening system is designed to, "...reduce workloads, provide actionable results faster, and deliver comprehensive data reporting...to help drive intelligent, evidence-based treatment decisions and better long-term outcomes" (www.averhealth.com/aversys). Claudia shares this sentiment, explaining, "The system is super easy to use. It allows us to quickly capture data and print results."

Our drug laboratory performed 12,272 drug screenings in 2022. Of these, 5,045 came through our Middleton facility, 5,021 through the ECPRC, 1,992 through the WIT, and 214 through our STAR Program. See the results in Figure 11 below.

Each screening includes tests for several substances. The 12,272 screenings run in 2022 included a total of 116,951 drug tests.



Note: Some positive drug tests are due to valid prescription drugs.

Of the 12,272 screenings, we had a total of 5,833 (48%) positives. Of these 5,833 positives, 40% were due to Buprenorphine. This is because many inmates in our rehabilitation programs receive this as part of their monitored treatment. Thirty-one percent tested positive for cannabinoids (i.e., cannabis). This is primarily detected upon intake testing. Additional significant positive findings include Methadone (16%, also used in our rehabilitation monitored programs), as well as cocaine (13%), alcohol (13%), and validity issues (a concentration of Creatinine, 11%), all of which are primarily detected during intake.

Serving the Community

Legal & Legislative Affairs



Representatives Tram Nguyen, Christina Minicucci, Peter Capano, and Attorney Joseph McGowan

As Superintendent of Legal & Legislative Affairs, Attorney Joseph McGowan is often in contact with citizens to share information, offer advice, and assist them with department-related matters. Attorney McGowan also works closely with government officials, outside agencies, and contractors. His responsibilities include:

- Directing the implementation of department policies and objectives involving state government affairs and the strategic management of capital projects, construction, and planning.
 - Analyzing proposed legislation to determine the potential impact on our organization and develop appropriate responses.
- Working with the Executive and Legislative branches as well as other state agencies toward common goals and to provide services for those in our custody.

In 2022, Attorney McGowan oversaw several capital improvement projects, coordinating the planning, design, construction, and implementation of these projects. See the *Facilities & Maintenance* section.

He is also instrumental in the implementation of the *Criminal Justice Reform Act* of 2018 at ECSD. This legislation is aimed at keeping more people out of jail, while encouraging and rewarding good behavior. This approach focuses on diverting people from incarceration to treatment and programming while strengthening community supervision, among other measures. Attorney McGowan maintains constructive and professional relationships, whether it be with new legislators (pictured above) or with experienced public servants like Senator Bruce Tarr (pictured right).



Civil Process



“If everyone is moving forward together, then success takes care of itself.” This quote by Henry Ford exemplifies the leadership style of Civil Process Director Robyn Clarke. And the 2022 results show that Director Clarke has everyone moving forward together.

Pictured are Civil Process Director Robyn Clarke (L) and Assistant Director Kerri Patterson.

As we entered 2022, the Civil Process Division was quite optimistic about the coming year. Courts across the state were opening to business, and this meant more legal process to serve and more work to effectuate (i.e. put into effect or enforce).

In April 2022, the Lawrence satellite office relocated to 360 Merrimack Street. Since opening the doors to the public at this new location, until the end of 2022, staff assisted 535 walk-in customers. The Salem office assisted an astounding 1,953 walk-in customers. This total of 2,488 is a 149% increase over 2021.



Picture right: Staffing the Lawrence office are Civil Process Clerks Debra Nunez-Polanco (L) and Lynne Osborne.



Pictured left, Deputy Sheriff Junior Encarnacion...with a future deputy?

In March 2022, the Salem office submitted a Request for Proposal (RFP) with the Massachusetts Division of Capital Asset Management & Maintenance (DCAMM) for a new state-of-the-art Civil Process Operation. An agreement was made in October 2022 to build out our Salem office located at 35 Congress Street. Construction is scheduled to begin early 2023.

In 2022, Civil Process was able to effectuate close to 12,000 court issued legal documents, a 38% increase from 2021. They generated over \$540,000, a 35% increase from 2021. While a small portion of revenues generated will be used for some of the costs associated with the new Salem office, most will be used in operating other areas of the Sheriff's Department. This will decrease costs to the taxpayers.

The Civil Process Enforcement Deputies effectuated 86 evictions and 744 administrative warrants while significantly increasing the physical arrests from 2021. This was all accomplished while remaining respectful, courteous, and professional; maintaining the integrity of Essex County Sheriff's Department's Civil Process Division.

Kelly McLaughlin was promoted to Civil Process Clerk. Kelly previously worked in our Criminal Records Department for four years. She has proven to be a great fit and has become a valuable part of the Civil Process Team. Pictured at right, Kelly receives her *Certificate of Promotion* from Sheriff Coppinger.



With the major increase in service needs, three new Commissioned Deputy Sheriffs were hired in 2022. Welcome Kenneth Avery, Ronald Madigan, and Peter Gorgone.

Youth Leadership Academy

In 2022, the Youth Leadership Academy (YLA) was at 100% capacity, serving 498 participants from the 34 communities in Essex County. The academy runs for eight weeks, with each participant attending one week. Funding is provided through a grant from the High Intensity Drug Trafficking Areas (HIDTA) organization and by the Essex County Sheriff's Department. The academy is a non-profit educational service designed to provide a structured youth diversion program for at-risk adolescents ages eight to 14. However, all adolescents in Essex County are welcome to attend. This well-structured and disciplined program uses a wide variety of game and team-building activities which challenge participants both physically and mentally while encouraging teamwork and cooperation.



Academy curriculum includes:

- CPR
- Dangers of Vaping/Smoking
- Gang Awareness presentation
- Exercise and Stretching
- Team Building Games
- Children's Hospital Injury Prevention
- Anti-bullying/Social Media
- Internet Safety
- Drugs/Alcohol Awareness
- Community Day/Local Police and Fire Departments
- K-9 Demonstration
- Stranger Danger
- Curious Creatures
- Graduation/Cookout
- Visits to:
 - o Richardson's Ice Cream
 - o Whale Watch/Plum Island



The academy places an emphasis on maintaining an awareness of the risks of drug and alcohol abuse, bullying, and cyber safety through teamwork and cooperation with our new and seasoned partnerships in all cities and towns in Essex County.

K-9



We had some staff movement in the K-9 Unit for 2022. Sergeant Steve Tsoukalas made the difficult decision to medically retire his K-9 partner Deimos. Sergeant Tsoukalas was reassigned to the Housing Division.

We added a new handler and passive narcotics Labrador retriever Freya. Freya was assigned to Officer Julianna King. They both graduated from the Boston Police Narcotics Academy and came online in February 2022.



Pictured above is the energetic team of K-9 Team Leader Captain Thomas Cote and K-9 Dash. Pictured right is K-9 Officer Julianna King and K-9 Freya with Special Sheriff William Gerke at this summer's Special Olympics.



Due to an unexpected illness, K-9 Django passed away. He was assigned to Officer Kyle Kidger. Officer Kidger was reassigned a new K-9 Alvin (aka Big Al) and completed the Boston Police Patrol Academy in December 2022. They are slated to being the Boston Police Narcotics Academy in January 2023.

This year we had multiple K-9 teams earn national certification. These certifications are voluntary and take a tremendous amount of time, effort, and training to obtain. Nice work all!

- Sgt. Steve Tsoukalas and K-9 Demois (USPCA)¹ PD-1 Patrol and Narcotics Certification
- Ofc. John Troiano and K-9 Riggs (NAPWDA)² Patrol and Narcotics Certification
- Ofc. Ritvo-Cabezas and K-9 Odin (NAPWDA) Patrol and Narcotics Certification
- Ofc. Justin Boleski and K-9 Blue (USPCA) PD-1 Patrol and Narcotics Certification
- Ofc. Juliana King and K-9 Freya (USPCA) Narcotics Certification

1) United States Police Canine Association 2) North American Police Work Dog Association

In 2022, we had an increase in mutual-aid requests from law enforcement agencies.

Statistics

Narcotics Deployments:	
Inside facility	578
Outside facility	16
Patrol Deployments	
Inside facility	512
Outside facility	115
Demos	42
School Searches	5
Total Deployments	1,268



At the ready: K-9 Officer John Troiano and K-9 Riggs

2022 Highlights

- We conducted multiple K-9 demonstrations.
- Sergeant Steve Tsoukalas obtained his “judging certification” in narcotics and tracking for the USPCA.
- Teams responded to numerous Mutual Aid calls from other law enforcement agencies for patrol and narcotic services, as well as crowd control due to multiple protests that took place.
- We had a total of 10 requests to assist in locating missing persons.



Sgt Steve Tsoukalas
and now-retired
K-9 Demois

Notable cases- Patrol/Apprehension/Narcotics

- 2/18 Searched for stabbing suspect
- 3/1 Located 11 grams of heroin and eight grams of cocaine in a vehicle
- 4/11 Located two kilos of cocaine inside a package for the Post Office General
- 5/8 Assisted in locating kidnapping/sexual assault suspect
- 5/11 Suboxone located in an inmate’s cell, 80-Upper Unit
- 5/29 Located 18 grams of cocaine in a backpack following arrest of a suspect
- 5/30 Assisted in locating vehicle theft suspects
- 6/17 Assisted in locating suicidal individual
- 6/19 Located two B&E suspects hiding in a tent
- 7/15 Assisted in locating a walk away (escape) from the WIT
- 8/19 Assisted with locating shooting suspects and evidence following a triple shooting
- 9/8 Assisted Bristol County Sheriff’s Department with narcotics sweep of their facility
- 10/22 K-9 apprehended inmate in the 240B Unit armed with a shank (homemade weapon)
- 10/25 Located a stabbing suspect that had fled on foot into the woods



Officer Todd Nestor (center) & K-9 Ryder and Officer Justin Boleski & K-9 Blue captivated the attendees at the Hamilton Senior Center.

Graffiti Truck



As part of his duties at the ECPRC, Officer Wilson Geronimo, shown below inventorying inmate tablets, runs the department's Graffiti Truck. With a crew of two inmates, Officer Geronimo travels throughout Essex County removing graffiti from public buildings, monuments, and bridges. They operate from early spring until late fall.

Director of Operations Sean Gallagher explained that in addition to the "standard" graffiti removal, they sometimes respond to emergency situations involving something that needs to be removed immediately.

All work is done in an environmentally safe manner, using the latest advancements in equipment and technology.

Victim Services

The Victim Services Unit, in conjunction with the Victim Service Registry of Massachusetts, is committed to assisting certified victims of crimes as well as family members, witnesses, and others impacted by crimes. Services include but are not limited to:

- Victim related resources
- Notification of:
 - o Offender final release from incarceration
 - o Offender transfer to a lower security facility
 - o Offender transfer to another facility
 - o Offender escape
 - o Offender deceased
- Safety planning and crisis intervention
- Advocacy for victims working with other agencies
- Address Confidentiality Program

The Criminal Record's Department makes any notifications issued by the District Attorney's Office regarding any updates for pre-trial inmates with victim notifications. This process makes resources and information regarding offenders available.

Putting Victims First

In accordance with the state's Victim Services website, ECSD provides, "...information, timely notification, and support to victims of crime and other concerned individuals with respect, compassion, and confidentiality." See: www.mass.gov/service-details/victim-services

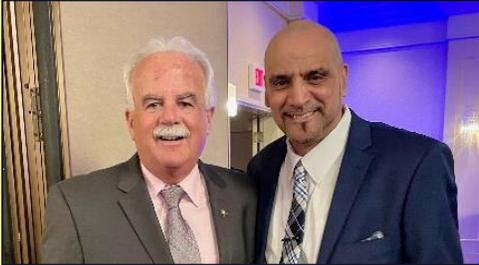
2022 Highlights

- Housed 232 offenders throughout the year (some offenders had more than one incarceration and have since released.)
- 95 active offenders were being held as of December 31, 2022.
- Total offenders with certified victims held in 2022 was 330 (232 newly housed offenders in addition to the 98 offenders who were still actively being held from 2021)
- While offenders usually have between one and five victims, some have more.

Community Involvement

Sheriff Kevin Coppinger

Sheriff Coppinger actively supports residents, charities, and fellow law enforcement agencies. In 2022, he took part in many events. Some of the highlights include:



Lynn Youth Street Outreach Advocacy's Antonio Gutierrez thanks Sheriff Coppinger for attending their Annual Gala.



Enjoying Peabody Senior Day are (L to R) Sheriff Coppinger, Peabody PD Cpt. Scott Richards, Governor's Council member Eileen Duff, Essex South Registry of Deeds' Nancy Doherty and Senator Joan Lovely.



Saugus seniors meet Sheriff Coppinger after he spoke on Senior Scams at the Saugus Senior Center.



Sheriff Coppinger shares a smile with Beverly Rotary Club President Diane Howard after he spoke to the club about how ECSD serves the community.



The Sheriff's Youth Leadership Academy hosted 498 children in 2022.



During National Correctional Officers Week, May 1-7, Sheriff Coppinger thanked our ECSD Officers as well Correctional Officers throughout the nation.



Lynn seniors greatly enjoyed having Sheriff Coppinger as a guest speaker at the Lynn Council on Aging Senior Center. Sheriff Coppinger is shown with Program Manager Tania Freedman, Outreach Coordinator Michel Chamsarian, and Director Chris Gomez.



Lt. David Ostrovitz (L) and Chief Dennis King (R) of the Marlehead Police Department thank Sheriff Coppinger for presenting at the Marlehead PD Citizens Academy.



Lawrence City Councilor Gregory Del Rosario (center) and State Representative Frank Moran thank Sheriff Coppinger for the wonderful work our Graffiti Unit did in Lawrence.



Speaker of the House for the Dominican Republic Alfredo Pacheco and Sheriff Coppinger shared their views on public safety.



Faith & Blue is a national initiative designed to bring together law enforcement and religious based entities. At St. Mary's School in Lynn, Sheriff Coppinger shared ice cream – and good conversation – with students.



During National Nurses Week, May 6-12, Sheriff Coppinger and ECSD management thanked our nursing staff.

ECSD Staff

As members of our community, ECSD staff dedicated their time to giving back.



Our Honor Guard took part in Beverly's Holiday Parade.

Director of Training & Staff Development Michael Smolski spoke to a group of local high schoolers about the workings of our department and what it takes to become a correctional officer.



Employees attended the Anti-Defamation League's New England Law and Education Day Breakfast.



Lead Navigator in our Lynn STAR Program Melissa Jewett shares a smile at Greater Lawrence Community Action Council, Inc.'s Community Resource Fair.



Once again, our ECPRC was the starting point for the Annual Lou Marcel Canoe Race to benefit the Veterans Northeast Outreach Center in Haverhill.



K-9 Officer Julianna King & Freya, and the rest of our K-9 Unit, conducted 178 community deployments in 2022.



Our officers participated in *No Shave November* to benefit Home Base, a nonprofit dedicated to healing veterans' invisible wounds of war. The handsome young man in front is Vincent Pasquarello, the son of ECSD Deputy Anthony Pasquarello, who passed away in December 2021.

The Essex County Correctional Officers Association (ECCOA) held several fundraisers, including selling Autism patches.



Procurement Director Sarika Shrestha and Strategic Planning & Policy Director Barbara Maher handled the grills at our Youth Leadership Academy.



Officer Wilson Geronimo took part in a "Touch-a-Truck" event at Endicott College.



In the CarFit Program, an ECSD Certified Technician assists senior drivers in adjusting aspects of their cars to increase comfort and safety.



Special Sheriff William Gerke presents a medal to a Massachusetts Special Olympics Athlete at Harvard University.

Offices of the Essex County Sheriff's Department

Sheriff's Headquarters

20 Manning Avenue
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(978) 750-1900

Middleton House of Correction

20 Manning Avenue
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(978) 750-1900

Essex County Pre-Release and Re-Entry Center

165 Marston Street
Lawrence, MA 01840
(978) 750-1900 ext. 4309

Women In Transition

197 Rear Elm Street
Salisbury, MA 01952
(978) 750-1900 ext. 3728

Salem Civil Process Office

45 Congress Street
Salem, MA 01970
(978) 750-1900 ext. 3590
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For Updated Information:



Website: www.essexsheriffma.org



Facebook: www.facebook.com/essexcountysheriffsdepartment



Twitter: www.twitter.com/EssexSheriff



Instagram: www.instagram.com/essexsheriff



LinkedIn: www.linkedin.com/company/essexsheriff

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