

The Essex County Sheriff's Department
Proudly serving since 1638

2024 Annual Report



Sheriff Kevin F. Coppinger

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Our thanks to:

ECSD Communications Director Gretchen Grosky for some of the photos used.

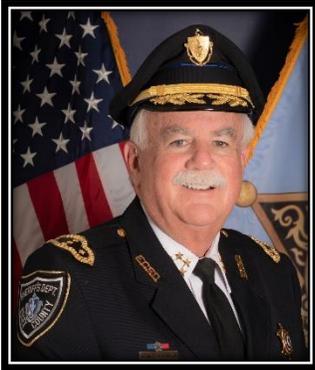
ECSD Records Clerk Alison Hall for Table 4 and Figure 3 illustrating Video Conference data.

A note about the cover:

The first jail in the country was established in Salem, MA in 1638. The Sheriff's Office was established to maintain prisons known as Houses of Correction. Essex County's first Sheriff was George Corwin.

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Sheriff's Message



Welcome to our 2024 Annual Report.

As you turn the pages of this report, we invite you to look beyond the uniforms, walls, and routine responsibilities of a correctional agency. At the Essex County Sheriff's Department, we are redefining what it means to serve — not only those in our custody, but also the residents of the 34 cities and towns that comprise our vibrant and diverse county.

In 2023, we emerged from the shadow of the COVID-19 pandemic with renewed energy and purpose. Freed from the constraints of crisis response, we doubled down on what matters most: public safety, meaningful community support, and second chances. This report is a reflection of our steadfast commitment to transparency, our pride in the progress we have achieved, and our desire to share the human stories that bring our work to life.

Our mission goes far beyond care, custody, and control. We are deeply committed to rehabilitation and reentry, striving not only to understand why individuals come into our custody, but more importantly, how we can equip them with the skills and support necessary to succeed upon release. Through a comprehensive approach that includes education, vocational training, mental health services, and substance use treatment, we are forging pathways to brighter futures. Here are just a few highlights from the past year:

- Our **award-winning STAR Program** with offices in Lynn and Lawrence celebrated its first year of helping justice-involved individuals reconnect with their communities. STAR serves an average of 130 participants weekly and saw 39 participants graduate into jobs and entrepreneurship.
- We launched a medically-supervised withdrawal (MSW) program to support individuals coming into custody who are experiencing withdrawal symptoms. This program ensures they quickly get the help they need, starting with medical support and continuing with a smooth referral to the Essex County Opioid Treatment Program for ongoing care.
- We **expanded educational access**, thanks to partnerships with Northern Essex Community College and Merrimack College, offering Adult Basic Education, HiSET, ESOL, and college-credit courses.
- At our **Women in Transition (WIT) Center**, we launched the CARE Unit, providing court-referred women with a pathway to recovery and reintegration through community-based treatment and support.
- Our nationally recognized **Medications for Opioid Use Disorder (MOUD) Program** became a fully licensed Opioid Treatment Program, providing daily care for 180 individuals and helping 149 people transition into long-term residential or sober living programs.
- We continued to lead the nation in correctional innovation, earning national and international recognition. The International Association of Chiefs of Police invited us to present our STAR Program as a model for global replication, and we shared our MOUD Program blueprints with correctional facilities across the country, including a presentation before the Major County Sheriffs of America.

This work is about people — those we serve and those who serve. That's why we also expanded our **Officer Wellness Program**, adding a full-time Wellness Coordinator and even welcoming a comfort dog to support the well-being of our dedicated staff.

As you explore the following pages, you will find data, narratives, and initiatives that reflect our enduring commitment to community, compassion, and transformation. We thank you for your continued support and for taking the time to learn more about the impactful work taking place each day at the Essex County Sheriff's Department.

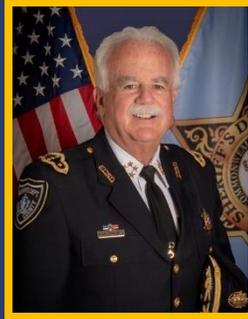
It is both a privilege and an honor to serve this community, and to serve alongside the dedicated professionals who make our mission possible.

Sheriff Kevin F. Coppinger

Sheriff Coppinger's Executive Team



Dennis Newman
Chief of Staff



Kevin F. Coppinger
Sheriff



William Gerke
Special Sheriff



Aaron Eastman
Middleton Supt.



Heidi Mora
ECRR & WIT Supt.



John M. Grella
Supt., Professional Standards



Kerri Patterson
Civil Process Director



Monica Harris
Executive Assistant



Scott Sullivan
Chief Legal Counsel



Barbara Maher
Strategic Planning & Policy Director



Joseph McGowan
Legal & Legislative Affairs Director



Deana Piantedosi
Human Resources Director



Bryan Perry
Chief Financial Officer

I am proud of the diverse work experience our Executive Team members bring to their positions at ECSD. The two Superintendents of our facilities have a combined 48 years at our department. The team has three attorneys, a CPA, a former Marine Colonel, a former U.S. Federal Marshal, a former DEA Special Agent, and a former Chief of Police. The team holds a total of six masters' degrees and we have one member who started as an ECSD intern! They all share the same unwavering commitment to serve the Commonwealth.

- Sheriff Kevin F. Coppinger

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

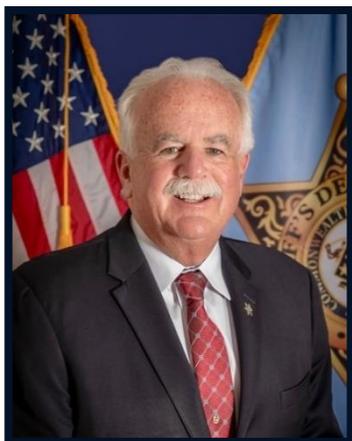
Correctional Officer's Core Values

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.

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 over 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 Medications for Opioid Use Disorder (MOUD) for those fighting addiction; the Correctional Opportunities for Personal Enrichment (COPE), an innovative option for those needing mental health services; and the Supporting Transitions and Re-entry (STAR), 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 United Teen Equality Center (UTEC), a non-profit dedicated to the success of today’s youth.

As a Police Officer, I admired the work the individuals in this department did. Now working here, my admiration and respect for each and every one of our officers has grown immensely. Although their job can be challenging, they do it with pride and distinction every day.

- Sheriff Kevin. F. Coppinger

2024: By the Numbers

| | |
|---|------------------|
| Communities Served | 34 |
| Citizens of Essex County Served | 824,000 |
| Inmates Processed Through Intake¹ | 3,947 |
| Inmates Released | 4,056 |
| Average Daily Population (ADP) | |
| Middleton Facility | 847 |
| Essex County Pre-Release & Re-Entry Center (ECPRC) | 103 |
| Including 9 on the Electronic Monitoring Program (EMP) | |
| Women in Transition (WIT) Facility, including 3 on EMP | <u>17</u> |
| Total | 967 |
| ECSD female inmates held at Barnstable House of Correction² | 75 |
| | |
| One-Year Recidivism Rate (Released in 2022. Measured one year later, in 2023)³ | 20.30% |
| | |
| Inmate In-Person Visits (all facilities, privileged, and nonprivileged) | 22,791 |
| Video Visits (all facilities, privileged, and nonprivileged) | 50,656 |
| Inmate Video Conferences and In-person Court Appearances⁴ | 12,016 |
| | |
| Academized (uniformed) Staff | 471 |
| Non-academized Staff | 83 |
| New officers (33 through our Basic Training Academy and one already academized) | 34 |
| Volunteers (Middleton, ECPRC & WIT) | 114 |
| Employees activated for military service | 7 |
| K-9 teams | 11 |
| K-9 deployments | 1,325 |
| Comfort Dog Deployments (i.e. support for, or interactions with, staff or civilians)⁵ | 1,571 |
| | |
| Individuals served by the <i>Supporting Transition and Re-entry (STAR) Program</i> | 436 |
| Doses provided for rehabilitation purposes in the | |
| <i>Medications for Opioid Use Disorder (MOUD) Program</i> | 65,279 |
| Individuals assigned to the <i>Clean and Sober Existence (CASE) Units</i> | 133 |
| Participants who returned to the community with support thanks to the | |
| <i>Correctional Opportunity for Personal Enrichment (COPE) Program</i> | 80 |
| Pounds of produce grown and donated by our farm at the ECPRC⁶ | 35,155 |
| Meals Served to Inmates | 1,045,725 |

- 1) Middleton (3,899) and WIT (48). All ECPRC inmates are processed through Middleton.
- 2) As of April 2024, ECSD female inmates, both sentenced and pre-trial, are housed at the Barnstable County House of Correction.
- 3) As part of the 2018 Criminal Justice Reform Bill, the Executive Office of Public Safety and Security tracks recidivism rates across criminal justice agencies in MA using standard definitions (see the *Recidivism* section).
- 4) Inmate Video Conferences (3,983) and In-person Court Appearances (8,033)
- 5) Officer Christian Guzman and "Pasky" began deployments on February 2, 2024.
- 6) An all-time high!

Department Overview



Special Sheriff William Gerke brings over three decades in the U.S. Marshals Service to his job. He 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.

To fulfill the mission of the Essex County Sheriff's Department (ECSD), our 471 academized staff and 83 civilian personnel, as well as our volunteers, vendors, and subcontractors work as a team. We operate three correctional facilities, two Civil Process offices, a Training Center and two Supporting Transitions and Re-Entry (STAR) Program locations.

Within our three facilities, we had an Average Daily Population (ADP) of 955 inmates in custody and another 12 on electronic monitoring (EMP) (see Table 1).

| Table 1: 2024 Average Daily Population | | | |
|--|-----------------|-------------------------------------|------------|
| Facility | In House | Electronic Monitoring Program (EMP) | Total |
| Middleton | 847 | 0 | 847 |
| ECPRC | 94 ¹ | 9 | 103 |
| WIT | 14 | 3 | 17 |
| Total | 955 | 12 | 967 |

- 1) While this figure includes sentenced and pre-trial inmates, the ECPRC only resumed housing pre-trial inmates on September 25, 2024 (98 days of 2024).

3,947 inmates were processed through Intake:

- **467 safekeeps** through Middleton, held overnight or during a weekend for local police departments or the Massachusetts State Police, while awaiting their initial court appearance.
- **2,723 pre-trial:** 2,703 through Middleton and 20 through the WIT, awaiting trial or while their trials are in progress.
- **757 sentenced:** 729 through Middleton and 28 through the WIT.

The 757 sentenced inmates in 2024 had a total of 3,580 charges against them.

4,056 inmates were released:

- **480 safekeeps** through Middleton
- **2,739 pre-trial:** 2,712 through Middleton, 6 through the ECPRC, and 21 through the WIT
- **837 sentenced:** 587 through Middleton, 223 through the ECPRC, and 27 through the WIT

ECSD's Three Correctional Facilities

Middleton Facility



For the Middleton Jail and House of Correction, 2024 was a transformative year. Building on years of progress in reducing use of force, prioritizing employee wellness, enhancing professionalism, and adopting new technologies, the Essex County Correctional Facility (ECCF) maintained strong forward momentum across multiple fronts. The facility managed an Average Daily Population (ADP) of 847, with inmates serving an average of sixty days. Throughout the year, staff processed 3,723 new male inmates and 176 female inmates, with the largest demographic (33%) falling within the 25 to 34 age range.

After almost a year of testing, policy writing, and educating staff and inmates, in April, Classification Officers started to use the Decision Tree model to objectively classify inmates. The Decision Tree is not only a validated classification system; this model of Objective Jail Classification (OJC) allows staff to classify inmates based on their propensity to violence. This is established by taking into consideration an inmate's current charges, prior criminal history, and institutional behavior history. This OJC model allows inmates to positively participate in their classification level through good behavior, program participation, and legal status updates. On the contrary, an inmate's disciplinary sanctions, new criminal charges and/or warrants and detainers can also affect their classification level.

Day or night, rain or shine, our Middleton facility staff provide the best possible care for the individuals in our custody.



In October, the final and most significant phase of the Decision Tree classification model was implemented. Administrators worked with staff from Housing, Security, Programming, Medical, and Classification to move over 750 inmates inside the facility to their new housing assignments reflective of their security level based on the Decision Tree's outcome. The move took several days without any issues and was the result of pure teamwork.

Middleton was progressive in its approach, exceeding all of the Restrictive Housing Unit (RHU) standards. As a result, we transformed the unit previously known as the RHU, to the Behavioral Stabilization Unit (BSU). The BSU also aligns with the recent changes in our classification system while focusing on inmate behavior management.

Over the last four years our numbers related to self-injurious behavior have significantly decreased. The department's approach to managing inmates who self-harm has been more intentional and focused. Changes to the razor accountability policy were explored and implemented. More ECSD staff completed Crisis Intervention Training (CIT) and are deployed to assist in addressing inmates who are experiencing a personal crisis. Our Mental Health team was transitioned from a private contractor to ECSD, and this has provided better recruitment and retention of qualified mental health professionals. Most importantly is the increased and ongoing communication and collaboration at all levels about inmates who pose a risk to themselves.

In June, we began Medically Supervised Withdrawal (MSW) to address individuals arriving at the jail who were suffering from severe withdrawal symptoms due to opioid use. MSW involves the administration of medication to reduce the severity of withdrawal symptoms that occur when an opioid-dependent person stops using. Individuals are assessed by medical providers on a daily basis to measure the severity of withdrawal symptoms and prescribed the appropriate medication. This approach has proven to improve symptoms as well as lessen the length of detoxification from drug use. Many of the individuals treated with MSW at ECSD have made the decision to transition into the ECSD Medications for Opioid Use Disorder (MOUD) Program to continue treatment. From June to December 2024, 94 individuals were treated with MSW and of those, 78 continued with Medication Assisted Treatment.



A rose between...

L to R: Middleton Supt. Aaron Eastman, Classification Director Asst. Supt. Kimberly Murtagh, and Middleton Asst. Supt. Jonathan Campbell



Our *Correctional Officer's Core Values* are stenciled above our department star in the Middleton lobby.

ECCF continues to work with the Division of Asset Management and Maintenance (DCAMM) on the planning of a new Camera and Door Control system and a new Medical Housing Unit. The existing facilities are beyond repair, but more importantly lack the ability to provide essential medical and mental health services to a population that suffers from chronic illness. Continuing collaboration between clinical and correctional staff has been an area of focus for ECCF in 2024, and will continue to be a priority for our future. As an organization we recognize the increasing number of inmates with substance use disorders and mental illness entering ECCF. With increased education and consistent communication between all disciplines, we have been able to manage these high-risk inmates in a safe and sensitive manner.

It was a standout year for recruitment and advancement. ECSD recruited and trained 33 new Correctional Officers. We also had seven Officers promoted to the rank of Sergeant, eight Sergeants promoted to the rank of Lieutenant, and four Lieutenants promoted to the rank of Captain.

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



Director of Programs, Re-Entry & STAR Assistant Superintendent Jessica Oljey credits their success to her staff. Pictured (L to R) are A.S. Ashley Turcotte, A.S. Arnaldo Mora, A.S. Krystina McFarland, A.S. Oljey, and Director Stacie Bloxham.

This has been an exciting and rewarding year for the dedicated teams working within the Programs, Re-Entry, & STAR Division. It has also been a transformative time for the individuals we serve, as we continue to broaden opportunities for personal growth, education, skill development, and high-quality interventions aimed at breaking the cycle of incarceration and its long-term impacts on individuals, families, and communities.

For those continuing their journey with us, the expansion of evidence-based educational programs, job skills training, and clinical treatment offerings are just the beginning. We have also enhanced community support and transition by sharing resources and ideas with businesses, non-profit organizations, and private entities.

Engaging incarcerated populations in productive programming has proven to reduce institutional misconduct, yielding benefits not only for those we serve, but also for individuals working in corrections. We are proud to maintain strong partnerships with our trusted contracted providers to deliver these vital services.

Our comprehensive, county-wide, evidence-based re-entry initiatives, which involve a wide range of stakeholders such as state and county corrections, law enforcement, social service agencies, non-profits, faith-based organizations, and community partners, have become a reality.

Some of the 2024 highlights of which we are most proud include:

- Enhancing opportunities for personal growth, skill development, and impactful interventions aimed at disrupting the cycle of incarceration, thereby mitigating its long-term effects on individuals, families, and communities.
- Strengthening offender re-entry and transition efforts, reducing incarceration rates, and increasing access to institutional programming throughout the county.
- Expanding evidence-based education, job skills training, and clinical treatment programs, while improving community support, facilitating smoother transitions, and fostering new and revitalized partnerships with community organizations, including non-profits and faith-based groups.

- Ensuring access to high-quality education, job training, and treatment programs for individuals required or recommended to participate as part of their re-entry planning.
- Research published in the *Journal of Experimental Criminology* (Bozick, R.; Steele, J.L.; Davis, S.T., 2018: www.rand.org/pubs/external_publications/EP67650.html) shows that inmates engaged in correctional education programs are 28% less likely to recidivate compared to those who do not participate, so we continue to broaden educational opportunities through our collaboration with Northern Essex Community College (NECC) to offer Adult Basic Education, HiSET, English as a Second Language (ESOL), as well as college credit courses and unique Peer Tutor opportunities.
- Enhancing clinical services in collaboration with Spectrum Health Systems, Inc., using evidence-based curricula and interventions across the care continuum, with a focus on substance use disorders, criminal thinking patterns, anger management, and family dynamics essential for successful re-entry.

After Serving His Country, Assistant Superintendent Mora Now Serves Individuals in Custody



Arnaldo (AJ) Mora was promoted to Assistant Superintendent of Programs in March 2024. A Marine Veteran with 21 years of experience in various roles at the Essex County Sheriff’s Department, AJ eagerly hit the ground running. His multifaceted career spanning the positions of Correctional Officer, Re-Entry Coordinator, Director of the Office of Community Corrections and Security Investigator has led him to have an acute ability to provide valuable perspective. He is focused on cultivating partnerships across the department, strengthening teamwork, setting goals, and implementing strategies to help produce the best possible results. AJ looks forward to continuing to serve the incarcerated population, the community, and his fellow co-workers to honor the Sheriff’s mission and vision in this new role.

We are proud of the partnerships we have maintained over the years, with our focus remaining on providing the best possible programs, education, and treatment possible.

Northern Essex Community College: Transforming Lives Through Education
 2024 marked five years of ECSD partnering with Northern Essex Community College as the educational vendor for the Middleton facility, ECPRC, WIT and both STAR locations.



NECC's Mission Statement provides a foundation for the correctional education program and guides the work of all learning specialists, advisors, and staff:

At NECC, our mission is to educate and inspire our students to succeed. We provide a welcoming environment focused on teaching and learning—strongly committed to unlocking the potential within each student and empowering our diverse community of learners to meet their individual goals. We are a community college dedicated to creating vibrant and innovative opportunities that encourage excellence and enhance the cultural and economic life of our region (www.necc.mass.edu/about/mission-statement-core-values/).

In 2024, NECC welcomed new leadership, with Dr. Jacqueline Lynch joining as Executive Director in January and Dr. William Haden stepping in as Education Director in October.

Dr. Jacqueline Lynch, Executive Director of the Center for Adult Education



Dr. Lynch (pictured left) began as Executive Director of the Center for Adult Education in January 2024, after serving as the Dean of Adult Education at Triton College in Illinois. She has extensive experience in the Massachusetts educational system, working at Quinsigamond and Roxbury Community Colleges for over 12 years. Dr. Lynch oversees all adult education programs, including those at the five ECSD sites. Dr. Lynch holds a Bachelor of Education degree from the National University of Ireland at Galway, a Master of Education from Cambridge College here in Massachusetts, and both an Ed.D. and Ed.S. in Higher Education Leadership from the National Louis University of Chicago.

Dr. William Haden, Education Director



Dr. Hayden (pictured left) joined the NECC/ESCD team in October 2024 after moving to Essex County from Los Angeles. During his time in Los Angeles, Dr. Hayden taught in and led correctional education programs within the Los Angeles County jail system while completing his doctorate at UCLA. He manages the correctional education program, supervises all staff, and supports the growth and development of teachers and students at the five ECSD sites.

The leadership team also saw Tara Adams promoted to Assistant Director of Operations and the addition of multiple learning specialists and an advisor, creating a solid team poised to grow the program in 2025.

Building Foundations for Success: NECC's Core Educational Programs

Understanding its students' diverse educational backgrounds and needs, NECC offers three core learning pathways at ECSD: Adult Basic Education/Adult Secondary Education (ABE/ASE), English for Speakers of Other Languages (ESOL), and a variety of Academic Electives.

- Adult Basic Education/Adult Secondary Education (ABE/ASE)
Research shows that approximately 75% of incarcerated individuals did not graduate high school, or have low literacy skills. NECC's ABE/ASE students reflect these statistics, with 2024 Test of Adult Basic Education (TABE) assessment data indicating literacy/numeracy skills at an average of fourth-grade level.

- English for Speakers of Other Languages (ESOL)

NECC’s ESOL Program continued to grow in 2024, expanding both the number of classes offered and the assessments administered to enrolled students. Using the TABE CLAS-E assessment to measure English language learners' reading proficiency, NECC increased the number of students assessed by roughly 55%, from 89 pretested in 2023 to 138 in 2024. These assessments are vital in determining English proficiency, guiding class placement, and tracking student progress. NECC’s ESOL courses give learners the skills and confidence to succeed in their education, careers, and daily lives.

To support learners of all levels, NECC dedicates a significant portion of its programming to building essential academic skills and preparing students for the HiSET test to earn their high school equivalency. HiSET consists of five subtests—Reading, Writing, Mathematics, Social Studies, and Science. Throughout 2024, NECC consistently offered courses for each subject in both English and Spanish. Using rigorous, standards-based curriculum and instructional methods tailored for adult learners, NECC provides the support students need to build skills and achieve their academic goals.

- Academic Electives

For students who have earned their high school diploma or equivalency, or for those eager to enroll in more courses, NECC expanded its offering of Academic Electives in 2024 to provide students with high-interest, relevant academic classes designed to further support their literacy, numeracy, and critical thinking skills. Some highlights—and highly sought-after classes include:

- Workplace Math – This class helps students develop practical math skills tailored to various trades, from construction to healthcare.
- Civics – Through open discussions, the class helps students develop a strong understanding of government, their rights, and responsibilities as active citizens.
- Students Book Club – Loaded with more than its name implies, Book Club invites students to explore literature through deep analysis, thoughtful discussions, and connections to history and current events.
- Personal Finance - One of the most popular classes, Personal Finance helps students develop essential financial skills, from budgeting and smart money management to making informed financial decisions. Through discussions and real-world applications, students learn tools and skills to take control of their finances and build a secure future.



A NECC course graduate is congratulated by (L to R) Middleton Supt. Aaron Eastman, Essex County D.A. Paul Tucker and Sheriff Kevin Coppinger.

Meet some of the NECC staff



Assistant Director of
Teaching & Learning
Laura Swendig-Dorr



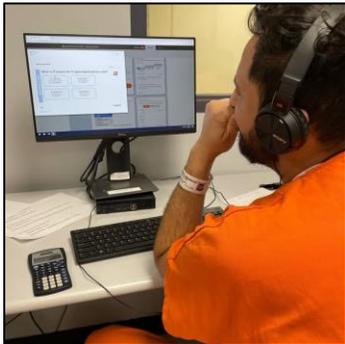
Assistant Director of
Operations Tara Adams



Administrative Assistant
Jessica Santiago

In addition to its core correctional education offerings, NECC expanded learning opportunities with a college class in spring of 2024, self-directed computer credentialing courses available year-round, and the ongoing peer tutoring program, supporting students' academic, professional, and personal development.

From Classroom to Career: NECC Advisors Support Students



Students enrolled in NECC's programs also have access to, and build relationships with, Academic and Career Advisors who play a key role in helping students plan for their futures by developing personalized education and career transition plans. Advisors guide students in creating course schedules, exploring and enrolling in college or vocational programs, and building essential workforce skills. Advisors at the STAR locations also lead specialized programs such as Bridge to Work, Bridge to College, and Tech Goes Home, equipping students with the tools they need for academic and professional success.

Essential Education: Expanding Digital Learning Opportunities

This new digital curriculum provides students access to offline academic courses on their tablets at Middleton, the ECPRC, and the WIT, and online at the STAR locations, extending learning opportunities beyond the classroom. Essential Education offers a range of tracks that tailor lessons to the specific needs of adult learners and complements NECC's core programs with the following learning paths:

- Adult Basic Education (ABE): Focuses on foundational reading, math, and language skills aligned with College and Career Readiness standards.
- High School Equivalency (HSE): Provides HiSET and GED preparation through adaptive courses and practice tests.
- Workforce Readiness: Offers non-credentialed electives in digital literacy, job skills, and financial literacy training.



- College Readiness: Prepares learners for post-secondary success with academic skills training. By offering high quality educational products on students’ tablets, ECSD and NECC were able to provide educational opportunities to more of the population, and students who participated in the initial pilot program were able to continue their studies outside of their scheduled class time. Beginning in September through the end of the year, students with access to Essential Education on their tablets had logged nearly 350 hours of extra study time! NECC plans to roll out Essential Education to even more students, classes, and units across all sites in 2025, strategically utilizing this tool to support teachers, track student progress, and expand in-class and out-of-class learning opportunities.

Reflecting on 2024 and Looking to the Future

As NECC looks back on 2024, it celebrates a year of growth, innovation, and dedication to its students and staff. In partnership with ECSD, NECC has spent the past five years expanding educational opportunities, and that commitment remains stronger than ever. With plans to strengthen ESOL and HiSET programs, increase access to college courses, and introduce more digital learning tools, 2025 promises to be another year of progress. By continuing to invest in students and providing the support they need to succeed, NECC is helping build brighter futures one learner at a time.

Our Partnership with Spectrum Means Innovative Offerings for Inmates

3R – Recovery, Re-Entry, and Rehabilitation

Spectrum Health Systems launched the 3R (Recovery, Re-Entry and Rehabilitation) Program at the Middleton House of Correction in the spring of 2024 under the guidance of Senior Clinician Lihn Pham. The 3R Program includes a 90-day curriculum aimed at justice-involved populations at risk of alcohol and/or drug related problems. Participants learn and practice core skills, pro-social attitudes, behaviors and values, and a healthy lifestyle that will support them in all stages of their recovery. Inmates are required to participate in programming for two hours per day, five days per week.



ECSD’s Spectrum staff (L to R): Senior Clinician Lexie Lajoie, Re-Entry Specialist Debra Cerqua, and County Administrator Nick Cefalo

Facilitated Groups

- Recovery Foundations
- Healthy Relationships
- Health & Wellness
- Anger & Stress Management
- Responsible Thinking
- Co-Dependency

Other highlights of the 3R Program include:

- Goal Setting, where participants collaborate with an assigned Re-Entry Specialist to create realistic goals, develop a plan of action, and track progress
- Check-Ins with a Re-Entry Specialist twice a month to discuss overall well-being, any needed support, and re-entry plans
- Resources to aid in a participant's success and working one-on-one with a Re-Entry Specialist to pinpoint areas of need and connect with available resources

Participants are also provided with access to sober living, basic needs support, employment preparation, governmental assistance, continuing education, and mental health support.

General Clinical Offering

In addition to offering the 3R Program, Spectrum Health Systems offers courses on an individual basis, allowing participants to focus on specific needs. These include:

- Building Empathy
- Mindfulness
- Parenting
- Re-Entry Readiness

Beginning in 2024, Spectrum Health Systems was able to increase classes offered to our Spanish-speaking population with classes taught exclusively in Spanish. Spectrum was also able to offer materials to those individuals who were unable to attend in-person programming. These are offered in both English and Spanish.

Spectrum graduation at the ECPRC...A time for smiles



To encourage enrollment in all of Spectrum's Programming, orientations are conducted that highlight both the benefits of the 3R Program, as well as the benefits of individual course enrollment. Spectrum staff sit with participants during the enrollment process to answer any questions and to assist them with choosing what is best based on their needs. During this time, rules and expectations, attendance policies, and the first exposure to the continuum of care provided by the STAR Program are presented.



Spectrum Highlights

| | |
|---|-------------------------------------|
| Correctional Recovery certificates earned: | 33 |
| 3R certificates earned: | 30 |
| Individual certificates earned: | 141 Middleton 89 ECPRC 22 WIT |
| Programming Hours Offered (across all locations): | 3,000+ |

September is Recovery Month

Spectrum staff eagerly participated in Recovery Month. WIT residents created an art project in which each person wrote their name and sobriety date on a purple ribbon and placed it on the wall to give the ribbons the appearance of blowing in the wind.

At the ECPRC, staff and participants participated in a Recovery Month Walk, completing laps around the ECPRC in honor of not only those in recovery, but also to honor the memories of those who were lost to addiction.

At the Middleton House of Correction, participants listed on a poster what they hope to gain from sobriety. Inmates were also encouraged to write the name of someone close who had passed due to addiction on a purple card and to place it on the classroom wall. Each class started with a moment of silence to honor those who have passed due to addiction. One of the assignments was to write a letter to the younger generation of what addiction has cost you. This letter ultimately served as a letter to their younger selves.

For Linh Pham, Compassion and Commitment are Tools of the Trade



Linh Pham is the Clinical Director for Spectrum Health Systems at the Middleton House of Correction. She earned her Bachelor of Science Degree in Psychology from the University of Iowa, with minors in Sociology and Criminology and is currently pursuing her Master's Degree in Forensic Psychology at Southern New Hampshire University.

In her role, Linh is committed to making a positive impact by providing compassionate care while challenging individuals to explore different perspectives, confront their hardships, and embrace personal growth. She believes in fostering an environment where transformation is not just possible, but encouraged. Linh is inspired by two guiding quotes: "Your only limit is you" and "If it doesn't challenge you, it won't change you." These reflect her belief that growth comes through overcoming obstacles and continually striving for improvement.

Religious Services & Spiritual Care



Catholic Chaplain Deacon Peter Richardson is a member of our diverse clergy.

Through our Religious Services team, we strive to meet the religious and spiritual needs at ECSD. This includes worship opportunities, sacramental needs, and study groups to cover varied religious traditions for all inmates. Our religious staff also conducts cell-by-cell rounds in our high-security units within our Middleton facility. In addition, our team offers private confidential spiritual care for ECSD staff as requested and needed.

To support clergy and meet the spiritual needs of our inmates, we have a large group of dedicated volunteers who provide religious programs at our three facilities.

UTEC

Our partnership with UTEC has been instrumental in supporting young adults during their re-entry journey. This collaboration has facilitated innovative programming, comprehensive support services, and a strong commitment to rehabilitation and community reintegration.



The following highlights key initiatives and achievements at ECSD in 2024:

- UTEC partnered with Legacy Lives On to offer a five-week in-person curriculum on Introduction to Restorative Justice. In addition to Restorative Justice, the focus was on Trauma and Healing, with “circles” (small groups) facilitated by prior overcomers and practitioners. As a result, eleven young adults received Certificates of Participation.
- Each quarter, UTEC’s Re-Entry team and our staff organized "Paint for Peace" events behind the walls, bringing in a local artist to facilitate sessions at both the ECPRC and the WIT. Participants expressed themselves through art, explored creative coping mechanisms, and learned how artistic outlets can foster peace and healing. These initiatives reinforced the importance of self-expression and emotional resilience.
- In 2024, the Re-Entry team added two new positions, allowing the team to expand its capacity to offer intensive, individualized support to those in custody.
- With a generous donation from Converse, UTEC delivered over 100 pairs of sneakers between our Middleton facility and the ECPRC for individuals in need, both during incarceration and as returning citizens. UTEC also provided "prep packs" containing essential items such as slippers, socks, t-shirts, sweaters, pants, towels, blankets, cosmetics, and more to help lessen common barriers upon release.



UTEC Lead Street Worker Carlos Collazo (L) with ECPRC’s Reintegration Specialist Julie Hartling and Lt. Joseph DiPietro

- The collaboration between UTEC and ECSD continues to strengthen re-entry efforts, providing young adults with the resources and support they need for a successful transition back into the community. Through innovative programming, expanded outreach, and professional development, UTEC remains committed to fostering rehabilitation, reducing recidivism, and empowering young adults to create brighter futures.

ROCA

ROCA's re-entry initiative focuses on reducing recidivism among high-risk young people in Massachusetts. The program combines evidence-based practices such as In-Reach, Cognitive Behavioral Therapy (CBT), and Restorative Justice to address trauma and support behavior change. It includes pre-release and post-release services, intensive relationship development, and long-term support through Roca's Intervention Model, aiming to improve behavioral health outcomes and support successful community reintegration. ROCA and ECSD partner in order to deliver these vital services.



In 2024, ROCA implemented a book club that was well received by inmates. The young men read and completed three books: The Noticer, Make Your Bed, and The Power of Habit. In addition to the book club, the participants had the opportunity to engage in a chess club. ROCA completed six Restorative Justice Circles, and 16 young men completed ROCA's Cognitive Behavioral Therapy (CBT) curriculum. ROCA continues to be committed to serving the young adults in Essex County.

Pictured at ROCA's grand opening of their Chelsea facility (L to R) are ECSD Assistant Superintendent Arnaldo Mora, Lynn Police Chief Christopher Reddy, ROCA CEO Molly Baldwin, Sheriff Kevin Coppinger, and ROCA Vice President Joseph Furnari.

Supporting Transitions and Re-Entry (STAR)

The program has centers in Lynn and Lawrence. This community-based program serves justice involved individuals living in the community, providing enhanced case management, clinical groups and support, adult education, ESOL, education and career advising, and what is most often heard, "...a safe place that encourages positive choices."

The center is staffed by a multidisciplinary team from Spectrum Health Systems, Northern Essex Community College (NECC), and ECSD. As contracted vendors of ECSD, Spectrum and NECC provide similar services across the continuum including at the Middleton facility, the ECPRC, the WIT, and both STAR centers. This enables individuals to continue with programming regardless of the setting within ECSD, ensuring opportunities for ongoing success.

STAR Director Stacie Bloxham (pictured at Right with Marblehead Police Chief Dennis King) takes pride in being an integral part of the community.



The program has continued to grow and our average daily census for both centers has doubled since 2023. During 2024, STAR received 688 referrals from courts, correctional facilities, community partners, family, friends, and self-referrals. The Lawrence center received 289 referrals: 34 women and 255 men. Lynn received 399 referrals: 67 women 332 men. A total of 287 participants attended intake and initiated services, with 39 individuals meeting requirements for graduation. The program served a total of 436 individuals throughout the year. As a result of the increases in referrals and census, both centers have added additional staffing. Osiris Gomez joined the Lynn team, and Cathy Coughlin joined the Lawrence team, both as ECSD Navigators.



We were pleased to welcome new STAR Navigators Cathy Coughlin (pictured left) and Osiris Gomez (pictured right).



STAR has expanded class offerings through partnerships with community organizations. Both centers partner with WeReach, a nonprofit organization that offers free vocational training programs for the justice-involved population. STAR began offering an intensive information technology training program which provides participants with the opportunity to earn five certifications in IT and cybersecurity. The program also offers the opportunity for an apprenticeship with a stipend and assistance with job placement.

In our Lawrence center, we have been able to offer a Fatherhood group, offered by a former Probation Officer who now assists individuals who are interested or mandated to attend a parenting group. The group is open to outside individuals on probation as well as STAR participants. We have also added self-directed computer programs including *Stickball*[®] and *Essential Education*[®]. *Stickball* offers content targeting job readiness and career development, budget and money management, and soon to come, healthy relationships and recovery support. The program uses artificial intelligence (AI) and experiential scenarios with the capacity to add virtual reality to help participants learn and practice skills.

Essential Education is used with our NECC partners to supplement classroom HiSET preparation. Students can access content during class time to enhance learning and continue with assigned work at home using a phone, tablet, or laptop. This will increase the speed with which students are prepared to take and pass the HiSET subtests and ultimately achieve the diploma equivalency.



Hector Brito of Essex County Outreach

Both the Lynn and Lawrence centers continue to expand and enhance relationships with community partners. Essex County Outreach (ECO) has identified a staff member for each office to provide individual recovery coaching services, connection to recovery services in the community, and facilitate recovery meetings for participants.

Advocates Behavioral Health Supports for Justice-Involved Individuals (BH-JI) continues to have a presence in both STAR centers and have increased their presence in the Lynn office due to the increase in STAR participants and individuals referred for their services. This remains a convenient way for participants to have access to both programs simultaneously.

On May 2, the Lynn STAR hosted a Mental Health Awareness and Wellness event at the center. The event kicked off with a keynote address by David Fielding, the Health and Wellness Coordinator for the Essex County Sheriff's Department. Participants enjoyed a variety of activities including yoga, smoothies and healthy snacks, mindfulness activities such as paint-by-number and journaling, and the opportunity for some recreation and leisure time playing chess, Jenga, and Connect Four.

For the last hour of the event, community partners were invited to have tables at the resource fair, providing information on services including harm reduction, substance use treatment, medical and mental health treatment, veterans' services, housing supports, support for victims of domestic violence, and support for victims of commercial sexual exploitation. As with all our events, the Lynn Police Department Patrol and Lynn Police Community Bike Team came to support.

Pictured below, attendees and staff enjoy STAR's Mental Health and Wellness Awareness event.



Also in May, both centers hosted “Pop-Up Shops,” providing free clothing and resources to “customers” that came to the event. Hundreds of articles of clothing were available, ranging from flip flops, sneakers and casual clothing to dress shoes, interview outfits, and suits for men and women. Each customer received a shopping bag and the opportunity to take several items from the store free of charge.

In Lawrence, Spectrum Health Systems New Beginnings Peer Recovery Center donated the use of their space for the event. Refreshments were provided in partnership with Greater Lawrence Family Health Center. Those that attended played cornhole, ping-pong, sung karaoke, had the opportunity to get trained in Narcan administration, and were provided community resources.



In Lynn, the event was supported by The Loft at Stetson consignment store that provided consultation, clothing donations, and hangers as well as assisting customers of the Pop-Up Shop find just the right outfit. My Brother’s Table, a local soup kitchen, provided food. Customers also enjoyed talking with STAR staff and listening to music. The Lynn Police Community Bike Patrol team came to support the event. Between both locations, over 100 people received food, clothing, resources, and an opportunity to have fun. The STAR Program looks forward to similar events in the future.

On May 23, the Lawrence STAR participated in *Operation Sweep and Treat* (see photo below), an event spearheaded by the Lawrence Police Department in collaboration with other area treatment providers. A local parking lot was set up with portable showers, clean clothes, breakfast, lunch, and snacks. In addition, we had tables of providers of detoxes, outpatient substance use treatment, recovery coaches, as well as health care and mental health providers. Lawrence Police began visiting homeless encampments in the morning, transporting individuals with active warrants to the parking lot to connect them with services rather than face adjudication through the court. This event provided an opportunity for those in need to connect with services, and for providers to work more closely with one another for the greater need of the Lawrence community.



In October, Sheriff Kevin Coppinger, Assistant Superintendent Jessica Oljey, and Director of STAR Stacie Bloxham, were joined by Sergeant Taylor Haberek of the Lynn Police Department to present at the International Association of Chiefs of Police Conference (IACP) in Boston (see photo at left). The presentation, entitled “A Bicycle Built for Two: The Intersection of Community Policing and Re-



Entry” featured the partnership between the STAR Program in both locations and the local police departments. Presentation attendees included individuals from across the United States and internationally. Following the presentation, several attendees expressed interest in learning more about the STAR Program and police collaboration.

STAR was also featured on two television programs during the year. In February, Sheriff Kevin Coppinger, Director of STAR Stacie Bloxham, Lynn Police Department Sergeant Taylor Haberek, and a STAR participant were interviewed by *History of Success* host Judy Josephs. The program aired on the local Lynn cable access channel. The entire show can be viewed at:

www.lynnv.org/watch-online/video/history-of-success-the-star-program-february-26-2024/

The television program *Chronicle*, as featured on local station WCVB in Boston, came to the Lynn center in November. The feature on STAR was part of a larger thirty-minute episode focused on justice-involved individuals receiving assistance through programs in institutions and in the community to prevent recidivism. STAR Director Stacie Bloxham as well as one of the STAR graduates were interviewed for the episode, highlighting program offerings and opportunities. The episode entitled “The Road Forward” can be viewed using the *Very Local* app.

STAR Director Bloxham facilitated certification training in the use of the Ohio Risk Assessment System (ORAS) for two separate groups: 11 individuals were certified in April and 13 in November. ORAS is used at the STAR Program and at the other ECSD facilities to determine an individual’s level of risk of recidivating, for case planning, and to determine programming that would lead to best outcomes. Of the 24 individuals certified, nine were new STAR employees.



Workgroups originally formed at the end of 2023 began to gain traction in 2024.

These included:

- Publishing a quarterly newsletter
- Increasing involvement of family and natural supports
- Providing incentives for participants
- Creating partnerships with organizations that would provide volunteer opportunities for participants
- Building a STAR alumni group

In March of 2024, the newsletter workgroup published the first STAR quarterly newsletter. It featured program highlights, community partnerships, participant accomplishments and upcoming events. The workgroup published three additional newsletters in 2024 which were emailed to current and past participants, ECSD and contracted vendor staff, community partners, and justice partners.

In April and May of 2024, both centers organized alumni events in collaboration with the Spectrum Peer Recovery Centers in their respective areas: New Beginnings in Lawrence (pictured below left) and Recovery Exchange in Lynn (pictured below right). Current STAR participants as well as graduates shared their experience with the STAR Program and the positive outcomes they have had because of the time and hard work they put into their recovery and making change. It was not only inspiring to those in attendance, but also helped boost the confidence of current STAR participants and generated some referrals, as attendees expressed interest in taking part in the program.



In order to better inform and engage the family and natural supports of our participants, STAR began sending Welcome Letters to important supports identified by the participants. Those individuals were invited to come to the center for a tour and to learn more about the support and services provided. Ultimately both centers would like to host events in which family and friends are invited to further enhance those connections and help those involved in the participants life have a better understanding of barriers and the progress being made.

As September is Recovery Month, both centers planned activities to raise awareness of, and reduce the stigma toward, those struggling with substance use issues. The Lynn center participated in the Adopt-A-Pole campaign, joining other community organizations on the North Shore, hanging purple ribbons in memory of individuals who have died from overdoses. Participants in the center and inmates from our Middleton facility were asked to identify friends and family they have lost from overdoses. A ribbon with each person's name was provided by the Adopt-A-Pole organization and a group of participants and staff went out into the Lynn community to hang the ribbons.

Both centers sponsored paint nights with volunteer instructor Jephty Santos who walked participants and staff through creating beach sunset masterpieces. Lawrence hosted a Recovery Social with guest speaker Keith Abare from Aware Recover Care. Food and games followed the presentation, giving the staff and participants an opportunity to socialize



STAR Experiences (clockwise from top left): Adopt-A-Pole on the North Shore, Recovery Social in Lawrence, Paint Nights in Lynn and Lawrence, and attending community HUB (Housing, Utilizing Buildings) meetings like this one in Beverly.

Another exciting change in 2024 was STAR’s expanded relationships with local police departments. The Lawrence center continued to enhance their relationship with the Lawrence PD who leveraged their connection to the Essex County Outreach to follow up with individuals in the community that could be referred to, and even transported to, the center.

STAR also began working more closely with Methuen PD, receiving an increase in referrals as well as clothing donations for our participant closet. Staff from the Lynn center began attending community HUB meetings at the Salem, Beverly, and Lynnfield Police Departments. Over the summer, Marblehead PD, in conjunction with the Marblehead Council on Aging (COA), collected clothing and hygiene products for our participant closet. In September, Assistant Superintendent Jessica Oljey and Director of STAR Stacie Bloxham presented at a COA luncheon, explaining STAR services and the benefits to the participants and the larger community.

STAR continued to increase its presence in the community to connect with more individuals in need of services. Staff members attended resource fairs at the Lowell Community Treatment Center, Lynn Family Resource Center, Veterans Northeast Outreach Center, Lawrence System of Care sponsored by the Justice Resource Institute (JRI), Haverhill Health and Wellness fair sponsored by the City of Haverhill Public Health Department, and the Mayors Hope Task Force winter solstice event.



Throughout 2024, both centers developed additional community partnerships, including Veterans Northeast Outreach Center and New England Center for Vets, Brillante Independent Life, Eliot Community Human Services, Bournemouth Outpatient, Fallon Health, and Cibosty Sober Home.

In addition, both STAR centers increased the number of workshops and informational sessions provided for participants including Eastern Bank, Lawrence Community Works, and Primerica, Massability, Recovery Centers of America, and BHJI.

Pictured left: Officers of Salem Police Department. We are proud of our partnerships with local police departments.

Classification

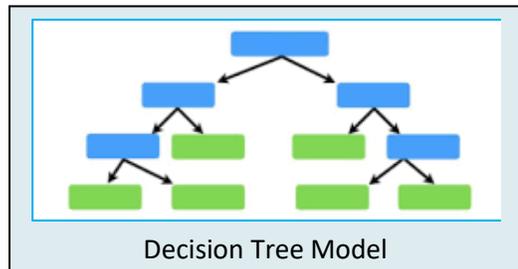


Classification encompasses virtually all decisions that affect an inmate while incarcerated. Security, medical and mental health, education, treatment, and programming are all considered once the classification process begins at Intake and continues through the inmate’s release.

It may be her 4:30am runs, but Assistant Superintendent of Records, Classification, and Grievances Kimberly Murtagh (pictured left) brings a lot of energy to her work.

The process determines an inmate’s housing assignment based on their security level. An inmate’s security level is determined by the Objective Jail Classification

(OJC) Decision Tree which is administered at intake by a Classification Officer. The Decision Tree is a tool that measures an inmate’s security level and is heavily weighted on an inmate’s current charges, prior felony charges, and institutional behavior history (i.e. disciplinary boards). The Decision Tree tool is used with every inmate upon intake and then every 60 days after.



A classification review using the Aggravating Decision Tree will also be administered if the inmate receives a disciplinary report or new charges, or detainer, etc. A classification review using the Mitigating Decision Tree will be completed on the inmate if an open case is closed and they continue program and/or work participation, etc. Inmates have the ability to move to a higher or lower security level based on their Aggravating/Mitigating Tree results. The ability to change an inmate’s security/housing level is based on their actions and/or inactions.

Director of Classification, Lieutenant Courtney Cosgrove (pictured right) is the catalyst that keeps the Classification Department together and moving forward. She continues to work tirelessly on the refinement of the Objective Jail Classification Decision Tree system, all while not missing a beat with her day-to-day responsibilities.



In September/October of 2024, while working with administrators, Housing, Security, Programming, Medical, and Classification staff, Lieutenant Cosgrove flawlessly constructed and carried out a plan that allowed for a smooth transition of all inmates into their new housing assignments based on their Decision Tree security level. The move took place over several days with no disturbances inside the facility.

Assistant Director Anthony Mallia has an open-door policy that allows for questions, concerns and conversation. He involves himself in the day-to-day operations of the Classification Division. He continues to work closely not only with Lt. Cosgrove and the Classification Officers, but he also avails himself to Programming, Housing, Medical/Mental Health and Security staff in order to make sound classification decisions for the inmate population.



Classification Assistant Director
Anthony Mallia

Assistant Director Mallia and Classification Officer Jonathan Carbone continue to work classifying our general population, as well as at-risk, protective custody, and youthful offender inmates throughout the facility based on each inmate's Decision Tree level.

Once up and running, Classification Officers Jonathan Carbone, Jennifer Poulin, Nicholas Eaton, Marianne Thibault, Dimitri Flessas, Richard Tarby and Steven Purpora were able to redirect their attention from solely the sentenced inmate population at the Middleton facility to both the sentenced and pre-trial populations. Classification now begins at Intake with Officer Tarby and Officer Purpora. Once the Decision Tree is

administered and a security level is assigned, inmates are housed accordingly. Classification staff then begin working with the inmates, addressing everything from programming and education to parole and discharge planning.

It is our goal that each inmate be afforded the opportunity to safely involve themselves in treatment and programming in order to enhance their potential for successful reintegration back into society.

- A.S. of Records, Classification, and Grievances Kimberly Murtagh

Classification Boards and Reviews

All Classification Officers participate in Initial Classification Boards, Return to Higher Custody Boards and ECPRC Boards. Boards are held daily, weekly, an/or monthly depending on need. Each board has three members, and is chaired by a Classification representative

Classification Officers meet with the inmates on their caseload every sixty days to review each inmate's status. Classification Officers will meet with each inmate on their caseload, prior to his 60-day review, at their request, or if there is a change in the status of their case.



Classification Officers (L to R): Jonathan Carbone, Dimitri Flessis, Steven Purpora, and Richard Tarby

The following are some guidelines the Classification Board may use in reviewing an inmate's classification status:

- Inmate's adjustment based on disciplinary and incident reports
- Compliance with program referrals and engagement in programming
- The length of time served
- Escape history, if any
- Degree of responsibility an inmate takes for his own actions
- Nature of the offense and criminal history

Behavioral Stabilization Unit (BSU) Classification Boards/Practices

Classification Officer Nicholas Eaton is the Classification representative and the Chairperson for the BSU Review Boards. It is the practice of ECSD for protective custody, administrative segregation, seriously mentally ill, and must-see classification inmates housed in the BSU to be reviewed on a regular basis. These reviews are conducted by a multi-disciplinary team including Classification, Housing, Security, Programming and Mental Health staff in an attempt to find alternative housing options, provide mental health services, and encourage program participation.

Pictured right (L to R) are Classification Officers Jennifer Poulin, Marianne Thibault, and Nicholas Eaton.



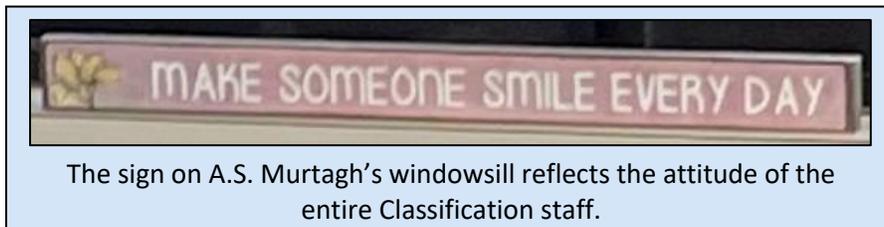
The board convenes every Monday, Wednesday, and Friday in the BSU, and on average meet with four inmates per meeting. In 2024, the board reviewed approximately 545 administrative segregation, seriously mentally ill, protective custody and/or must-see classification inmates. The goal of these reviews is to divert these inmates out of the BSU and into regular programming, general population, and protective custody housing units.

Inmate Orientation

All Classification Officers work together to ensure that sentenced and pre-trial inmates receive 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.

Re-Entry Planning for Sentenced Inmates

Re-entry planning begins at Intake. The Classification team plays a crucial role in not only the daily operations of the facility but also as a crucial link to community-based resources that are vital to the mission of the department. Classification Officers collaborate with Transitional Housing and Services and Mass Health application/tracking, to encourage the development of individual re-entry plans for the sentenced inmates who are housed in units where re-entry planning is not available.



Classification Officers work with the Massachusetts Parole Board and Probation, in partnership with the Massachusetts Alliance for Sober Housing (MASH). MASH funding provides rental assistance for inmates who are discharged from incarceration and are on probation and/or parole.



As a way to better serve all individuals who are incarcerated with our department, beginning at the end of 2024 every inmate booked will now be assigned a Re-entry Caseworker who will work with them specifically on re-entry planning from the beginning of their incarceration.

Transgender Population

Our department continues to evaluate and adjust our Transgender policy as necessary to ensure that we are in constant compliance with the Criminal Justice Reform Act requirements. Each inmate who is booked into the Middleton Facility completes a Transgender Identity form. This form allows Classification to provide appropriate and adequate housing and care for each inmate.

Our Gender Identity team is comprised of Classification, Medical/Mental Health, Security, and PREA staff. This team meets with all transgender inmates in order to ensure that their needs are met during their incarceration.

Classification Officer Jennifer Poulin facilitates transgender training to all staff at all facilities. Officer Poulin is a member of the Transgender Training Institute. She uses the training she receives to educate staff on increasing knowledge, decreasing prejudice and building skills in order to effectively deal with the unique issues that the transgender population faces while incarcerated.

ROCA and UTEC Referrals

Classification Officers continue to work with our inmate population who are 18-24 years old. In collaboration with ROCA and UTEC, this inmate population is referred to our community partners with the anticipation of engaging them in counselling, treatment, employment, and educational opportunities prior to, and upon, release.

Department of Mental Health (DMH) Referrals

ECSD partners with DMH, UTEC and ROCA for release services for our 18–25-year-old population with mental health issues.

In 2024, Classification Caseworker Poulin averaged a caseload of 35-40 DMH clients per month.



Officer Poulin works with a DMH liaison to formulate release plans for each inmate (sentenced and pre-trial) in need. Each of these inmates receives a release plan in which DMH Caseworkers, Program Directors, and Probation Officers are involved. Officer Poulin coordinated 58 DMH video conferences in 2024. DMH video conferencing is an invaluable tool that allows numerous parties to collaborate in the development of a comprehensive release plan for the inmates.

Sex Offender Registry Board (SORB) Notifications

In accordance with M.G.L. c.6, 178c, a Classification Officer 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. The BOP and Triple I are run through the Massachusetts Department of Criminal Justice Information Services (DCJIS).



Classification Officer Jennifer Poulin is the department’s SORB representative. In 2024 she averaged a caseload of 42 consisting of both sentences and pre-trial inmates.

Probation and Parole



Exit interviews are conducted by Classification Officers, whether an inmate’s sentence is expiring or they are being paroled. These interviews are used to gather an array of information such as an inmate’s address, probation status, referral to residential programs, sober housing, or outpatient programs, medical and mental health needs, and address Mass Health Registration.

Female Inmates

As of April of 2024, Essex County female inmates, both sentenced and pre-trial, are housed at the Barnstable County House of Correction. The Suffolk County facility, where the Essex County female offenders were previously housed is undergoing a major construction project and has had to close several housing units.

The Essex County females who are housed in Barnstable County are afforded access to court appearances, video court, release (bail, sentence expiration, parole), treatment and programming, tablets, visits, and attorney visits.

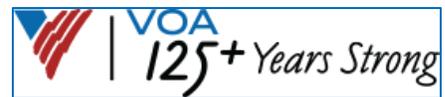
Inmate Transfers

Another tool in the Classification Officer’s toolbox is the ability to transfer inmates among the thirteen other Massachusetts Sheriffs’ Departments. Classification Officer Jonathan Carbone coordinates both incoming and outgoing inmate transfers. In 2024, 67 inmates were transferred out to other counties, and we accepted 73 inmates from other counties. There are a variety of reasons for these transfers such as: staff conflict, high profile inmates, enemy issues, gang affiliation issues, disciplinary issues, specific programming needs (veterans, mental health, etc.), as well as requests from the District Attorney’s Office or Massachusetts State Police.



Veterans

Classification Officer Marianne Thibault works with Volunteers of America (VOA) and inmates who are veterans. It is important for incarcerated veterans to know about VA benefits and what they are eligible to receive post-incarceration.



“...dedicated to helping those in need rebuild their lives and reach their full potential.”

- VOA website: www.voa.org/about/

Officer Thibault also works with the Housing Unit for Military Veterans (HUMV) Program at the Middlesex Sheriff’s Department as an alternative housing placement for veterans incarcerated in Essex County who choose to engage in this specialized programming and treatment during their incarceration.

We house an average of 10 to 12 sentenced, self-reported, veterans on a daily basis.

US Immigration and Customs Enforcement (ICE)

Classification Officer Dimitri Flessas is the Classification liaison with ICE. On a daily basis, he works closely with the ICE Agent assigned to the Middleton facility, providing status updates, arranging phone calls, and scheduling interviews.

In December of 2024 there were approximately 125 inmates housed at the Middleton facility with active ICE detainees.

DNA Collection

Several Classification Officers have been trained by the Massachusetts State Police Combined DNA Index System (CODIS) Unit in DNA collection. Officers Tarby and Purpora work together, ensuring all department DNA collection requirements are met. This includes DNA collection, documentation, and reporting. In 2024, we worked with each of our three facilities and provided CODIS with 140 DNA samples

Classification Training



Classification staff are always looking to better themselves. In addition to the annual mandatory training that all staff attend, some Classification staff members represented the department at additional training outside of ECSD. In May 2024, Officers Richard Tarby and Dimitri Flessas attended *Identifying the Imposter* (Understanding Identity Theft & License Fraud and Altered Fingerprint



Recognition) hosted by High Intensity Drug Trafficking Areas (HIDTA). Lieutenant Courtney Cosgrove attended the Massachusetts Women in Law Enforcement (MAWLE) Conference in November 2024.

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.

The overall program focus has been slightly altered in 2024. We have shifted our efforts to focus primarily on aftercare treatment plans that will allow our clients to succeed upon release from incarceration. ECSD Re-Entry staff will construct the individual's re-entry plan and present it to the court during the hearing. If the plan is accepted, it may be part of the participant's conditions of probation. If residential treatment is part of the re-entry process, we will provide transportation to the program. In 2024, the SRS team provide 215 transports to programs, a 29% increase over 2023.

Jacquelyn Richards (pictured right) is the Director of Pre-Trial Re-Entry Services, which encompasses the CASE and CARE Programs.



The SRS team saw many changes in 2024. Alexander Bergen (pictured left) has stepped into the role of Assistant Director of Pre-trial Re-Entry Services, filling the position when Vicki Barry was promoted to Director Of Work Release at the ECPRC.

“We believe that community treatment is a much stronger alternative to incarceration when it comes to our inmates long-term recovery and self-improvement. More than once, I've run into former inmates that have been successfully placed in long term treatment programs following their release.

Every time I'm approached and hear how much progress they've made for themselves and their family, it makes me proud to work in a part of corrections that really makes a difference...”

- Assistant Director of Pre-trial Re-Entry Services Alexander Bergen

Clean and Sober Existence (CASE)/Correctional Alternatives for Re-Entry (CARE)

Former Medications for Opioid Use Disorder (MOUD) Program Officer Derek Ryan was promoted to the Assistant Director of Clean and Sober Existence (CASE)/Correctional Alternatives for Re-Entry (CARE). Officer Ryan has been a great asset to the team and has embraced his new role with enthusiasm.

CASE/CARE Assistant Director Derek Ryan Shares Why He Works to Help Those Who Struggle

“I have been with the department for 14 years and was a Correctional Officer for 13 of those years, working in multiple units and areas including the Behavioral Stabilization Unit, multiple general population units, Central Control, and Facilities & Maintenance. More recently, I was with the MOUD Unit.



After high school, I served in the Massachusetts Army National Guard as a Military Police Officer for seven years. During that time, I had the privilege to serve my country in two overseas deployments as well as state activations, and to provide security for the Boston Marathon multiple years. I was deployed to Iraq in 2009/2010, and to Qatar in 2012/2013. I separated from service with honors in 2013 to start a family with my wife, who also served in the Massachusetts Army National Guard.

As an Assistant Director, I can help, on a larger scale, individuals who struggle with addiction. I have known people who have battled addiction, and some of them have lost their lives. I feel that this job gives me a personal connection; to be able to be a small light in someone's dark days and to help them find the appropriate care they need.”

- CASE/CARE Assistant Director Derek Ryan (pictured above with Sheriff Coppinger)

We also welcomed our new Pre-Trial Re-Entry Resource Liaison, Shannon Flaherty. This is her first time working in a correctional environment and she has exceeded all expectations, becoming an integral part of SRS.

Strong Values Mean Helping Others for Shannon Flaherty



Shannon Flaherty (pictured left) grew up in a close-knit family, with strict values. These values include helping those in need. This is perhaps why she is so successful as ECSD’s Re-entry Resource Liaison.

Shannon works with inmates to coordinate their post-release substance abuse and/or mental health treatment. This often includes partnering with an inmate’s Probation Officer or attorney to develop a successful plan. Shannon explained that this is not always easy: “I need to understand that sometimes I cannot change the circumstances...I need to meet people where they are emotionally. I need to support and encourage them but not hold out false hope.”

When asked if her caseload of 20-plus inmates is overwhelming, Shannon politely deflected the question, “My co-workers are extremely supportive. I am very lucky to work with people like Jay (Faro), Jackie (Richards), Alex (Bergen) and Derek (Ryan).”

Shannon joined us in November 2024. In addition to her associate degree in Human Services and a certificate in Substance Addiction, both from Quincy College, she brings significant work experience. She worked as a case manager and intake manager for private companies. She explained that in school she learned of the far-reaching impacts of addiction, and in her chosen field, she has been able to connect, on a deeper level, with individuals battling addiction.

“Every battle needs an army. These fights cannot be fought alone. We may not be able to help everyone, but we can help someone...And that’s the first fight.”

- Re-entry Resource Liaison Shannon Flaherty

Programs Working Together

CASE works hand-in-hand with several other programs within the facility to provide as much support as possible for our participants. One of these is the Essex Medication Re-Entry Grant Expansion (EMERGE) grant, which is the grant from the previous Essex Medication Assisted Treatment (EMAT) Program. EMERGE provides six months of wraparound services upon transition out of custody and into treatment or community programs. As the needs of CASE and EMERGE participants often intersect, many individuals have the option of taking part in both programs. EMERGE has outpatient series through the Behavior Health Sciences (BHS) clinic such as one-on-one counseling and medication assisted treatment. By having CASE and EMERGE working together, it provides a more successful continuum of care. Read more about EMERGE on page 35.

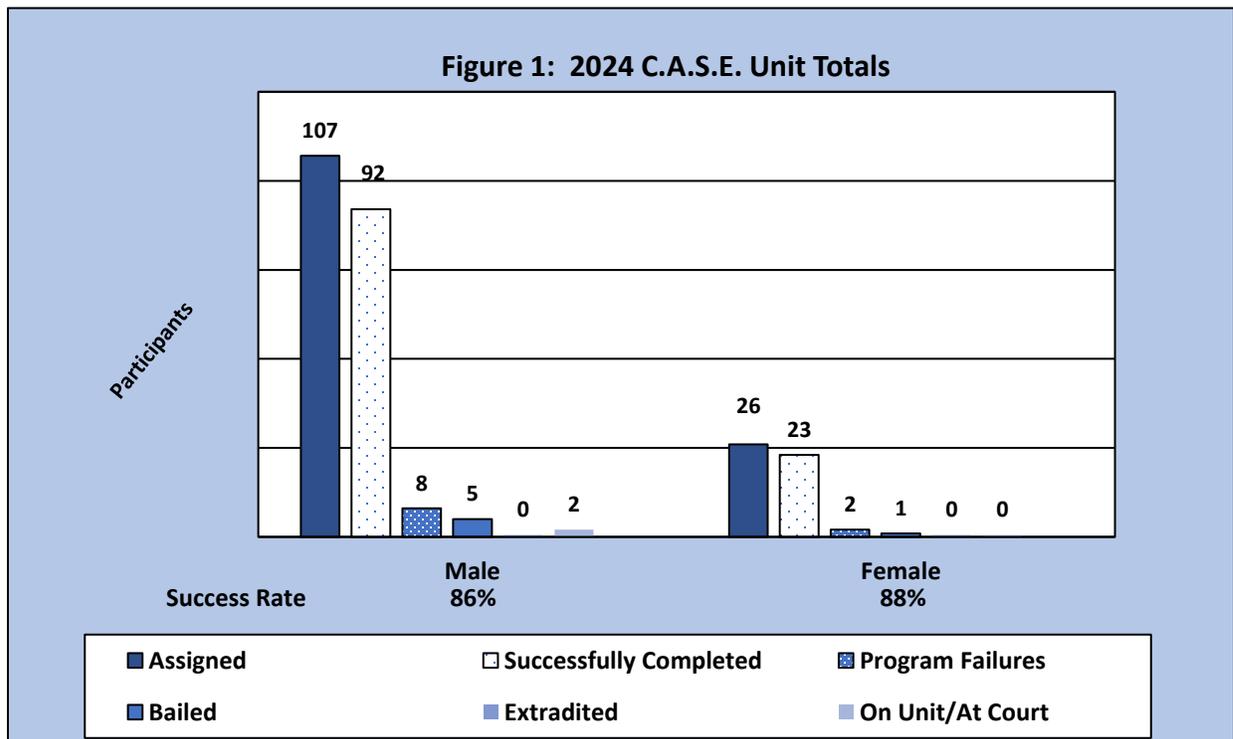
Participants who have been recommended for CASE but receive MOUD, can be screened and referred to Correctional Alternatives for Re-Entry (CARE) for case management services. The CARE Program finds opportunities available to our population through our relationships with Probation, Legal Counsel, and our community partners. Inmates also have the option of working with the MOUD Program’s Continuing Care Coordinators.

Individuals who have been referred to pre-trial diversion services and have been identified as having mental health issues can be considered for the Correctional Opportunity for Personal Enrichment (COPE) Program.

Analysis of CASE admissions for 2024 as of February 18, 2025 (see Figure 1)

| | Male | Female |
|-------------------------------------|------------------|-----------------|
| Assigned to Unit | 107 ¹ | 26 ² |
| Program Failures | 8 | 2 |
| Bailed | 5 | 1 |
| Extradited | 0 | 0 |
| On Unit/At Court | 2 | 0 |
| Successfully Completed ³ | 92 | 23 |
| Success Rate | 88% | 88% |

1. 354 (referred to unit) – 117 (transferred to MOUD) – 8 (transferred to JMHCP) – 122 (refused/denied) = 107
2. 82 (referred to unit) – 1 (delayed entry until 2025) – 55 (refused/denied) = 26
3. We do not include individuals currently on the unit or at court, as they have not yet failed or succeeded.



Medications for Opioid Use Disorder (MOUD)

For the Essex County Opioid Treatment Program (OTP), 2024 was another extraordinary year. We continued to provide the exceptional patient care, clinical services, and case management offered by the OTP since 2019. In 2024, the program made tremendous strides in providing additional availability of MOUD services to our inmate population. The Essex County OTP staff was happy to be able to open the doors to our new OTP medication unit located at the ECPRC. This medication unit is a fully licensed, brick and mortar OTP that allows us to expand MOUD services to both of our pre-release centers, the ECPRC and the WIT. We have served approximately 50 patients from the medication unit’s opening in June 2024 through year’s end.



Referring to Sheriff Coppinger’s effort combatting the opioid crisis, *Salem News* wrote,

“...he helped lead a push for treatment that has made the Middleton Jail and others like it in Massachusetts a national example of how to meet one of the most stubborn challenges of the opioid epidemic — treating people in challenging environments.”

(“Coppinger’s opioid treatment program a strong model,” *Salem News*, April 1, 2024)

The Essex County OTP has been able to expand access and resources by introducing the new Buprenorphine injectable medication, Brixadi, to patients who qualify for this level of treatment. Additionally, expansion has been seen in procedure adjustments, allowing inmates who are interested in MOUD services to be admitted to the program at an earlier date and become stable in treatment for a longer period of time before they are released. Table 2 provides a breakdown of medications administered.

| Table 2: 2024 MOUD Doses by Type | |
|---------------------------------------|---------------|
| Treatment | Doses |
| Buprenorphine, Methadone, and Brixadi | 64,323 |
| Naltrexone | 897 |
| Vivitrol | 59 |
| Total | 65,279 |

The Essex County OTP has also improved access to MOUD services in close partnership with the Health Services Department and the implementation of their medically supervised withdrawal program (MSW). This program allows for MSW services to be initiated for newly incarcerated individuals who are experiencing withdrawal symptoms from opioid use. This new program allows for swift referral and transfer from the Health Services Department to the Essex County OTP for continued care.

“It is important that we provide lifesaving medication to a population of people that are underserved based on Stigma. Giving them access to treatment opens the door to a network of people in the community that our patients can utilize when they are truly ready to embrace sobriety.

Many times in our field we think that a relapse in the community means that we failed as treatment providers. On the contrary, even if they make a mistake, the totality of education, resources and skills that we provide through our care coordination teams can make all the difference in the world when they are truly ready to improve their lives.”



MOUD Clinical Supervisor
Samantha Rheume

- MOUD Clinical Program Supervisor Samantha Rheume

NCCHC gives high praise to ECSD’s MOUD

In January 2024, the National Commission on Correctional Health Care (NCCHC) conducted a survey/audit of our MOUD Program. The program has since been recognized by NCCHC for exceptional treatment and procedures.

NCCHC committee members invited our staff to present at the spring conference in April 2025. The Essex County OTP moves into 2025 with the same goals of putting patients’ needs first and ensuring that we are one of the leading OTPs in the nation, not only for the service we offer but also for the care that we provide.



L to R: MOUD Nurse Manager Deborah Colón, R.N.; MOUD Medical Director Dr. Christopher Gudas; NCCHC Audit Team: Doctor Donald Kern, General Surveyor Carrie Reindollar, Team Lead Barbara Mariano, General Surveyor Pauline Marcussen; ECSD OTP Program Director A.S. Brooke Pessinis, and Clinical Supervisor Deanna Iandola

Essex Medication Re-Entry Grant Expansion (EMRGE)

In 2024, the Essex Medication Re-entry Grant Expansion (EMRGE) Program, marked the completion of its third year of a five-year grant. The program began in October 2021. This program is a partnership between the Essex County Sheriff's Department, Substance Abuse and Mental Health Services Administration (SAMHSA), and Volunteers of America (VOA) Massachusetts.



VOA Program Manager Samantha Small (center) and EMRGE Program Manager Michelle Lane share a smile with Sgt. Charles Sullivan

EMRGE is a voluntary, six-month program offered to individuals with a history of opioid use and justice involvement. Participants are enrolled 30 to 90 days prior to their release. During enrollment, various assessment tools are used to identify needs, target treatment, and identify potential barriers to recovery. The EMRGE Program operates within all ECSD facilities, as well as having a community-based office in Lawrence.

The EMRGE team maintains strong partnerships with Probation and community resources to further support individuals who have been involved in the criminal justice system, helping them reintegrate and access essential services for their recovery. EMRGE has provided clients with access to the Medication for Opioid Use Disorder (MOUD) Program, counseling, and many resources in communities.

The collaboration between SAMHSA, ECSD, and VOA continues to show positive outcomes for participants. The program's data highlight the team's commitment to supporting participants for successful reintegration into the community.

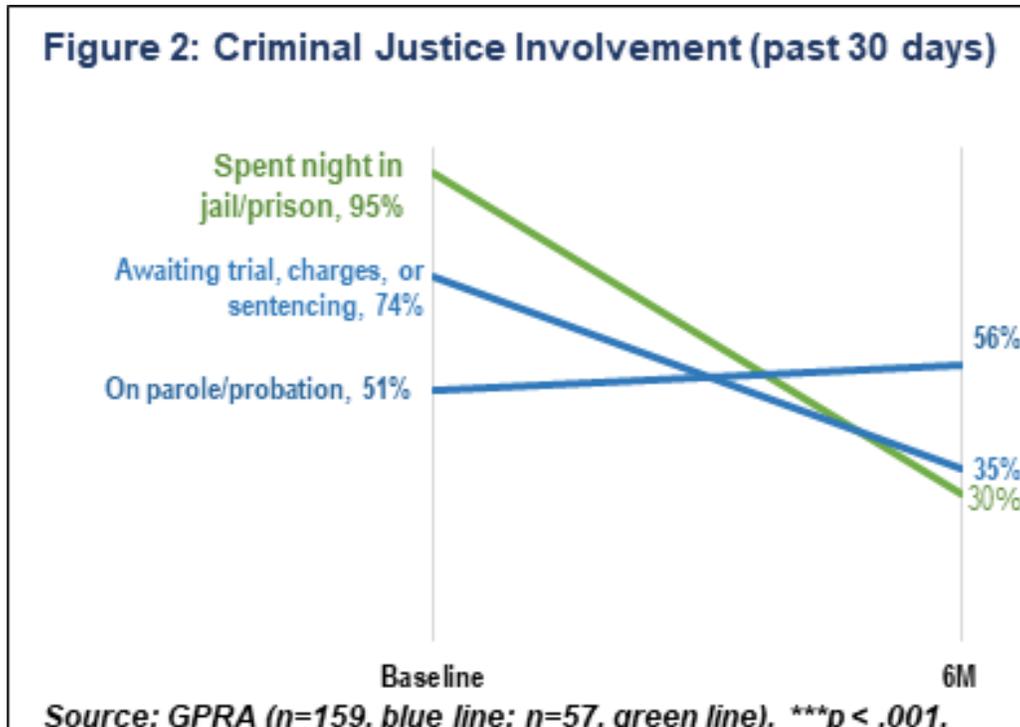
In 2024, the EMRGE team served 122 clients, reaching 67.8% of the target goal of 180 intakes for grant year three (GY3). Additionally, 50 six-month follow-up interviews were completed with participants. These follow-up interviews were conducted by EMRGE staff for inmates being held at ECSD, one-on-one in the community post-release, or by phone by evaluation staff. The evaluation team worked closely with program staff to ensure that follow-up interviews were attempted for each participant within their follow-up window. Table 3 shows the diverse population served by EMRGE since the program began in 2021, while Figure 2 shows the impact the EMRGE Program has had on these participants.

| Table 3: EMRGE Baseline Demographic Characteristics Since Inception (Oct. 2021) | | |
|--|----------|----------|
| | % | # |
| Gender (N = 323) | | |
| Male | 78% | 252 |
| Female | 22% | 71 |
| Age (average age of 38) | | |
| 18-24 | 6% | 18 |
| 25-34 | 32% | 104 |
| 35-44 | 44% | 141 |
| 45-54 | 15% | 47 |
| 55-64 | 3% | 11 |
| 65+ | <1% | 1 |

Note: The difference in totals reflects one client's choice not to answer the age question.

At baseline (i.e. intake) and six-month follow-up, participants were asked to report information about their criminal activity in the 30 days prior to their interview. At baseline, almost all (95%) of participants had spent at least one night in jail or prison, which decreased to 30% at the six-month follow-up.

Involvement with the criminal justice system varied over time. Those “awaiting trial, charges, or sentencing” decreased from baseline (74%) to follow-up (35%), but those who reported being on parole or probation increased from baseline (51%) to follow-up (56%) as participants were released from the facility (see Figure 2).



Our thanks to EMERGE Program Manager Michelle Lane for this chart. Under the Center for Substance Abuse Treatment/Substance Abuse and Mental Health Services Administration (SAMHSA) Grant, the chart was generated by Government Performance and Results Act (GPRA), Client Outcome Measure for Discretionary Programs.

According to GPRA’s website, “Enacted in 1993, GPRA was designed to improve program management throughout the Federal government. Agencies are required to develop a five-year strategic plan outlining its mission, long-term goals for the agency’s major functions, performance measures, and reporting results.” www.dol.gov/agencies/eta/performance/goals/gpra

VOA's Samantha Small: Connecting Inmates with Post-release Services



Samantha Small never met novelist Elizabeth Berg; never read any of her books. She does, however, embody Ms. Berg's philosophy: "There is incredible value in being of service to others."

As Volunteers of America's (VOA) Program Manager of the Essex Medication Re-Entry Grant Expansion (EMRGE) Program, Samantha connects individuals with six-months of "wrap-around" services as they leave ECSD custody. Under the terms of the funding grant provided by Substance Abuse and Mental Health Services Administration (SAMHSA), a participating individual must have an opioid use issue and be justice involved.

Approximately 30 days prior to an inmate's release, Samantha will meet with him to determine what services are needed upon his release. She will then connect him with resources to receive things like medication management, job training and employment, and HiSet (high school diploma equivalent) tutoring and testing. In addition, one-on-one counseling with a VOA clinician may be offered.

While Samantha focuses on individualized services, she explained that not all communities offer the same programs, treatment, or other resources. "I pride myself on maintaining strong working relationships with our community partners, so I know what is available for each person."

Samantha has worked at VOA for approximately three-and-a-half years, her entire tenure at ECSD. A year ago she was promoted to her current position. Samantha attended Endicott College, where she earned a Bachelor's Degree in Psychology with a minor in Criminal Justice. When asked what drew her to this line of work, Samantha did not hesitate, "I like finding ways to bridge the gap between release and services needed. It is rewarding to watch these men achieve their goals." She paused for a second and smiled, "I like helping people."

"Sam is an integral member of the EMRGE team, consistently bringing valuable knowledge and resources with an unwavering commitment to the success of EMRGE clients."

- Michelle Lane, EMRGE Program Director

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



Assistant Superintendent Jennifer Padre, LICSW/Director of Clinical Services (pictured left) oversees The COPE Unit. It houses 40-plus inmates with mental health conditions and co-occurring disorders who have the potential to be diverted into the community with the support of embedded case management services.

Since 2018, ECSD has partnered with Volunteers of America (VOA) to deliver services to this population. VOA staff focus on helping inmates to identify re-entry goals including housing and treatment to assist in a smooth transition back to the community. Inmates in the COPE Program have access to a variety of mental health programming in the unit as well as off-unit educational and psycho-educational classes.

Pictured right (L to R) are: JMHCP staff members Support Specialist Vania Pina, Program Director Alyssa Camilleri, and Case Manager Russell Lowell. JMHCP is the funding source for COPE.



VOA, JMHCP, and EMERGE as a team

VOA have five staff on the unit, three of whom are JMHCP (Russ, Vania and Alyssa, pictured above) and two are EMERGE (Michelle and Samantha on pages 36-38). The VOA staff in the COPE Program have continued to educate professionals in the criminal justice field on the North Shore about the program and its benefits. They have partnered with the mental health courts to identify individuals who are appropriate for COPE and have successfully assisted them to return to the community with much needed resources. In 2024, the COPE Program was able to divert 80 inmates back to the community.

Communication is a major part of this unit due to all those involved, whether it be keeping the unit officers in the loop, or reaching out to mental health.

- JMHCP Program Director Allyssa Camilleri

ECSD has monitored its partnership with Pathways for Children to provide The Nurturing Fathers program to COPE inmates. The program is a 13-week course based on a ground-breaking approach to exploring parenting skills. During 2024 the program graduated 11 COPE inmates.

Essex County Pre-Release & Re-Entry Center



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

“We have a great team here, and we all have the same focus: to serve the individuals in our custody and the people of Essex County.”

- Superintendent Heidi Mora



You can’t change people’s personalities that affect others in the workplace, but you can improve their attitudes through coaching, clear expectations and accountability, but more importantly, follow-up and measure the progress.

- Assistant Superintendent Jose Hernandez

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.

In 2024, the facility housed an average of 94 sentenced inmates and oversaw 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 transfer from Middleton to the ECPRC, an inmate must be referred by his Reintegration Coordinator 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.

Program Focused

The Lawrence and Salisbury facilities are less “institutional,” with no fences and an increased emphasis on programs. Inmates wear their own clothes instead of uniforms 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.

Personnel

- Deputy Jennifer Murphy prepared the WIT facility for the ACA Audit and received a perfect score of 100% compliance.
- Sergeant Eric Hefner was recognized for providing medical assistance to a civilian who suffered medical trauma during an off-road accident.

The Essex County Sheriff’s Department *Letter of Recognition* presented to Sergeant Hefner read, in part, “...for his exemplary performance in rendering urgent medical attention to a civilian.”

- Officer Luiz Da Silveira Goncalves received a *Commendation* for assisting Revere Police with a suspect who attempted to carjack a vehicle with a juvenile inside.

The Essex County Sheriff’s Department *Commendation* presented to Officer Da Silveira Goncalves read, in part, “... for his courage and bravery to assist a fellow Law Enforcement Officer.”

- Deputy Jillian Nelson transitioned to a new role, Pre-Trial Re-Entry at the ECPR.
- Vicky Barry was promoted to Director of Work Release.
- Records Clerk Julia Kennedy transitioned from Middleton to the ECPRC.
- Gerald Mohan, Jr. transitioned from the ECPRC to the Training and Staff Development Division.

Operations

- The MOUD Clinic opened in September, providing services to the ECPRC and WIT inmates.
- In September 2024, the ECPRC began housing pre-trial Inmates.



Pictured left, some of the ECPRC staff with Sheriff Coppinger, Superintendent Mora, and Assistant Superintendent Hernandez

Superintendent Mora Recognized by MSA for Her Experience and Accomplishments

March is Women’s History Month, and in 2024 the Massachusetts Sheriffs’ Association (MSA) recognized three female Superintendents in the corrections field who have had major impacts. Among this select few was ECSD’s Superintendent Heidi Mora, who oversees our male pre-release (ECPRC) and female pre-release (WIT) facilities.

Since joining ECSD, Superintendent Mora has worked her way up through the ranks. Along the way, she has done most everything, from getting certified in Train the Trainer and Critical Incident Stress Management (CISM) to being ECSD’s liaison to the Department of Criminal Justice Information Services (DCJIS) and overseeing our 24-7 operations in the Criminal Records Division.

“I credit the dedicated professionalism of both uniform and civilian staff within the Sheriff’s Office for the great strides and success over the years.”

- ECPRC & WIT Superintendent Heidi Mora on being recognized by MSA

For those of us who work with Superintendent Mora, it comes as no surprise that she has received this honor. We were already familiar with her work ethic; we have observed her desire learn – and institute- new methods; and we understood that whatever she does, is done the proper way. From all of us at ECSD, Congratulations Superintendent Mora!



Pictured left: Superintendent Heidi Mora (far right) with some of our Pre-Release team (L to R): Special Investigator Jerome Jellison, ECPRC Director of Programming A.S. Krystina McFarland, and WIT Director A.S. Jennifer Murphy.

You can read the entire article, “Women’s History Month: Superintendents” at: www.masssheriffs.org/post/women-s-history-month-superintendents

Clinical, Education, Career Training, and Programs



ECPRC's Director of
Programming Assistant
Superintendent Krystina
McFarland

Each individual that is transferred to the ECPRC is assigned a Case Manager who provides individualized reintegration support. All Case Managers are certified Mass Health Counselors and ensure each inmate has coverage post-release. They also assist with sober/long term residential placements, Department of Revenue support, medical and counseling appointments, obtaining Mass IDs if eligible, birth certificate, and social security cards. They speak regularly with Parole and Probation Officers in order to connect the individual to community-based resources. We provide transportation upon release to parole if needed, courts if an individual is required to report to Probation for GPS, and programs for pre-trial diversion cases.

We have a dedicated MOUD clinician assigned to assist participants with wraparound services ensuring continuum of care in the community. We also regularly have community partners visit our facility, assisting inmates with post-release support such as STAR, Behavioral Health Supports for Justice Involved Individuals (BH-JI), Mass Ability, Greater Lawrence Family Health, Department of Children and Families (DCF), and Department of Youth Services (DYS).

The amount of work that goes into creating strong reintegration plans is timely and complex. Program staff at the facility put a tremendous amount of effort to ensure every individual on their caseload is equipped with the necessary tools to foster a successful transition back into the community. This work is the backbone of the Programs Division and Caseworkers from both the county and vendor networks deserve recognition for such.

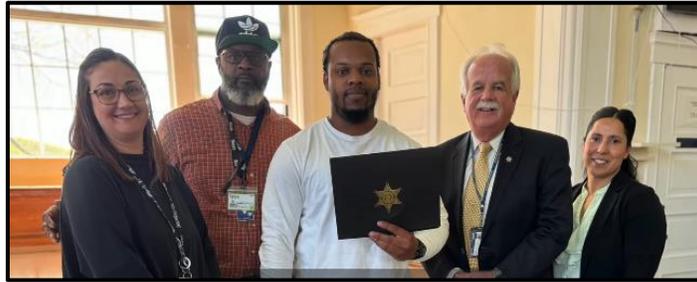
Clinical

Spectrum Health Systems oversees our department's clinical programming, providing high quality, evidence-based substance abuse treatment services to the individuals in our custody. During the year, Spectrum Health Systems incorporated the 12-week semester model to include our Middleton facility and the ECPRC. As this provides a definitive start and end date for each session, both facilities are on the same 12-week cycle. This means a smooth transition of programming for those individuals who transfer between facilities. Some of the most popular classes are Anger & Stress Management, Re-Entry Readiness, Parenting, Recovery Foundations, Health & Wellness, Responsible Thinking, and Mindfulness.

- A total of 89 certificates of course completion were earned by participants at the ECPRC.
- To celebrate September as Recovery Month, we held a Recovery Walk. Inmates and staff walked laps around the ECPRC to honor not only those in recovery, but also the memories of those who were lost to addiction. Inmates carried purple flags of remembrance and wrote words of encouragement throughout the activity. The walk concluded with a moment of silence.
- Spectrum Health Systems received a generous donation of yoga mats from a local fitness center for use in programs such as Health & Wellness and Mindfulness.

Education

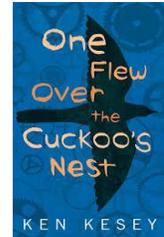
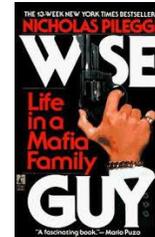
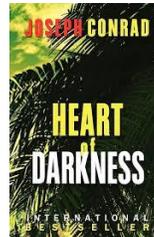
We are proud of the partnerships we have maintained over the years with local colleges, and of the instructors who support the ECSD students. And we are extremely proud of the students who work so hard to succeed.



Northern Essex Community College

Throughout the year, NECC, in partnership with ECSD, has made tremendous progress in strengthening our education offerings with courses such as Adult Basic Education, HiSET Preparation and Digital Literacy. In just one year, we have almost tripled the number of inmates engaged in education at the ECPRC.

- 10 inmates completed course work and received their HiSET Certifications.
- A permanent Career and Education Advisor was hired to help facilitate the transition of students back to the community.
- The surprise hit of the year has been Book Club; A cleverly disguised English, History, and film class in which students improve their reading comprehension skills, learn relevant history, and study actual events and people from their readings. Students have a voice in choosing the books with corresponding films for each semester. The current semester finalists were Wiseguy by Nicholas Pileggi, The Heart of Darkness by Joseph Conrad and One Flew Over the Cuckoo's Nest by Ken Kesey.



Finding New Ways to Teach Gets Results for Learning Specialist Minniti



We would like to recognize NECC Learning Specialist Laurie-Jean (LJ) Minniti who started in her role in December 2023. LJ is a true educator; dedicated to connecting with her students and finding new ways to keep her classes fun and engaging. LJ is constantly assessing processes to make improvements to the curriculum; She is a team player and overall a very valuable employee. She has directly contributed to the increase in education participation for the pre-release and is to be commended for her continued commitment to her students and this department.

Merrimack College

The Jail Education Project (JEP) has been offering college level courses for ECSD since 2017. Over the past year, they have shifted primary focus to the pre-release facilities offering four courses. College courses are offered free of charge through the program and students who successfully complete two courses are eligible to apply for enrollment in Merrimack College's associate degree program. JEP has been developing an after-incarceration pathway for students who wish to continue their education post release. We have had several inmates take advantage of this opportunity. This degree has been designed to be 100% covered by Pell Funding, easing the financial burden on students. Classes offered have included: Introduction to Psychology, Introduction to Media, Introduction to Creative Writing, and Introduction to Sociology.

- 38 students have completed one or more of these courses and have received college credits.

Career Training

We realize that vocational skills can be invaluable for an individual preparing to re-enter the community and the workforce.



Graphic Arts/Print Shop

We are proud that our print shop, located at the ECPRC, teaches inmates skills while providing a service to the public. Shop Supervisor Tom Donovan explained that the inmate workers learn skills such as Introduction to Graphic Arts, Collator Operation, Offset Printing Press Operation, and Laminating.

The team produces high-quality products for our department, as well as non-profit and government agencies. In 2024, work was done for schools, courts, the District Attorney's Office, and many others including senior centers throughout Essex County. To assure quality and efficiency, we purchase and maintain quality equipment. ,

Hardscape



This grant-funded initiative began in 2019 to assist with strengthening career and technical education in masonry. Students learn the fundamentals of masonry for construction and landscaping, including the art of laying brick, concrete block, glass block, and stone. They have hands-on experience designing and constructing segmented retaining walls. They install concrete pavers, bricks, stone facing, decorative stone, and poured concrete, as well as various floors and walkways. Students learn technical theory, blueprint reading, estimating, and the use of appropriate power equipment.

The Occupational Safety & Health Administration (OSHA) is offered through the Perkins Hardscape Program. This funding cycle we were able to increase the training to include OSHA-30, which is the updated industry standard. The class promotes workplace safety and health. Its mission is to prevent work related injuries, illness, and deaths. Upon completion of the training, inmates receive an industry recognized credential that is valid for life.

- 51 Hardscape and OSHA certifications were awarded through the New England Concrete Manufacturers Association; 14 of those inmates received the upgraded OSHA-30 training. Two Hardscape projects were completed at the NECC Haverhill Campus.



ServSafe and In2Work

Food Service vendor Aramark is committed to providing second chances through training, education, and employment in their In2Work vocational training program, allowing inmates to participate in our Work Release Program.

The training is also a pathway to receive post-release scholarships and employment assistance. In2Work teaches students how to function in a professional setting and work as a team, which leads to an increase in public safety and a decrease in future victimization. The program includes ServSafe training and certification, an industry recognized credential for basic food safety handling.

- 21 Inmates received ServSafe certifications
- Six of them were placed on Work Release through the Aramark's In2Work Program

TLE Center for Urban Entrepreneurship



The primary objective of the TLE's Beauty Business Exploration & Start-Up Program is to provide participants with an understanding of what it takes to start a beauty business and be an entrepreneur. The staff provide an environment for them to safely experiment with their business ideas.

Once the individual launches their business, they receive ongoing assistance to sustain their ventures. Classes included educational training and hands-on experience from trained professionals related to hair braiding and proper hair care.

- Six inmates completed training and moved on to a post-release Program

Programs

Driven by inmate requests, instructor feedback, and ongoing course evaluations, we provide the highest level of necessary programming for the inmates.



Nurturing Fathers

This program is based on the philosophy of "reparenting." Old patterns can be replaced with new strategies focusing on nurturing interactions with one's children. It is nationally recognized; designed to build parents' skills and knowledge in order to provide their children with safe, stable, and nurturing environments.

- 13 Inmates completed training and received certificates

Fatheread

This training enhances the literacy skills of parents and caregivers in four key areas: listening, speaking, reading, and writing. It allows parents/caregivers to engage with important family and child development themes and helps them understand the importance of reading regularly to children.

- The first pilot of the program was facilitated at the ECPRC, with five inmates participating and receiving certificates.



Alternatives to Violence Project (AVP)

This workshop builds resilience to deal with the difficulties in our society, considering participants' strengths and skills, and practicing in a group setting. The workshop can be the first step in becoming a facilitator with AVP, working with others online or in person, in community settings or at an ECSD facility.

- Seven inmates completed and received certificates

Alcoholics Anonymous and Narcotics Anonymous

These weekly self-help programs provide a safe environment for individuals to express their success and struggles dealing with sobriety. Through volunteer lead groups, inmates can continue their recovery work by engaging in "The Big Book" 12-step program, a critical element of a long-term recovery program.

In 2024, our AA community-based volunteers created a post-release support system called "Bridging the Gap". They provide support that connects new members being discharged from a facility to AA in their community. When a soon-to-be discharged member is in need of support, they match the individual to a contact in the community where he will be living. The community contact will take the newly released person to an AA meeting, preferably within 24 hours of discharge. During this time, members receive assistance with getting acquainted, obtaining phone numbers, and perhaps locating a sponsor, and a group home.

Youth Services

Teams from ROCA and UTEC come into the facility weekly, providing groups and one-on-one support for those who are transitioning into the community.

ROCA

This well-established community-based organization is committed to engaging young adults by providing much needed support, transition planning, and pro-social community involvement as they transition to their communities.

UTEC

The dedicated staff assist young people, offering programming to include Streetworker Outreach, Transitional Coaching, Workforce Development in Social Enterprises, Gun Prevention Training, Civil Engagement Opportunities, and the Center for Excellence, Education, & Social Justice.

In2Work made a difference for ECSD inmate... and his brother

Matthew was serving an 18-month mandatory sentence. Since he arrived at the ECPRC in July 2023, he completed several educational and vocational programs. In March 2024, Matthew earned his ServSafe credential which put him in line for employment in our facility kitchen. He completed the safety course with one of the top scores in the class, making him the top candidate for the In2Work Program.

Matthew began employment with Aramark in July 2024 and remained employed until his release in November 2024. Aramark offers In2Work graduates and their family members an opportunity to apply for a \$2,500/year scholarship to continue or start their education. Matthew's brother took advantage of this opportunity and was awarded the scholarship for his enrollment at Springfield College's Fall 2024 semester.

The television show *Chronicle* aired a segment on our In2Work Program, featuring Matthew, who was first from our ECSD inmate to pursue the college scholarship for himself or a family member. In addition, Matthew, perhaps inspired by his brother, worked with the NECC Advisor to begin the process of applying to college and continue his education post-release. To view the Chronicle story, go to:

www.wcvb.com/article/5-for-good-training-and-scholarship-program-helps-local-inmates-prepare-for-reentry/62830085

Read more about the In2Work Program in the *Food Service* section.



Facility Improvements

Under the direction of Assistant Superintendent Sean Gallager, the ECPRC maintenance staff completed the following projects:

- Built a new MOUD dispensary
- Installed a Drugloo (to assist in safe recovery of banned substances) and remodeled the urine lab
- Remodeled and centralized Counselors office
- Medical office bathroom remodeled
- Upgraded security camera system throughout the facility

With the assistance of the Middleton Maintenance staff:

- New roof on garages
- Upgraded Comcast IT components

Inmates Work to Provide for Others

The ECPRC is often referred to as, "The Farm," because they maintain a large field of crops. Here 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. In 2024, over 40 inmates worked on the crops.

Under the supervision of Corrections Specialist retired Sergeant Dennis Laubner, an inmate crew tends to the crops. In 2024, they produced over 35,000 pounds – or 17.5 tons – of fresh fruit and vegetables.

We served 11,000 pounds of produce at our three facilities and 24,000 pounds were donated to local charities and schools. Recipients included St. John's Drop-In Center in Peabody, Armenia Church in Methuen, Team Summit in Lawrence, Sacred Heart Church Food Pantry in Bradford, Our Neighbor's Table in Amesbury and Salisbury, Lazarus House in Lawrence, Liz Murphy Food Pantry in Haverhill, My Brother's Table in Lynn, Church of Life in Andover, and the Veterans Northeast Outreach in Haverhill. In addition, over 3,000 pounds were donated to schools and non-profits.



Corrections Specialist retired Sergeant Dennis Laubner (L) works tirelessly to share produce with local agencies.



"The garden reconciles human art and wild nature, hard work and deep pleasure, spiritual practice and the material world. It is a magical place because it is not divided."

- Thomas Moore



Women in Transition Facility



Since 2023, Assistant Superintendent Jennifer Murphy (Pictured left) has been Director of the Women in Transition (WIT) facility. She has been with ECSD a total of 18 years. After working as a Correctional Officer for 12 years, she was promoted to Assistant Director of the Salisbury Office of Community Corrections; a position she held for three years. She was then Assistant Director of Pre-Trial Re-entry Services in Middleton for two years.

In her current role, A.S. Murphy is directly responsible for the management and administration of all matters pertaining to security, operations, treatment, educational and program services, as well as re-entry initiatives of the WIT.

“I am thankful for the staff at the WIT, for their dedication to our facility. They make a difference while promoting safety, rehabilitation, and recovery. Their commitment and compassion are the foundations of the facility’s success.”

- WIT Director Assistant Superintendent Jennifer Murphy

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 January 2001, with an emphasis on facilitating reintegration back into the community and addressing the substance abuse and mental health 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 will need to successfully reintegrate into society. Through 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 skills.

Overseen by Superintendent Heidi Mora, the WIT design accommodates minimum security female inmates and those approaching the end of their sentences. The Essex County female inmates are housed at the Barnstable County House of Correction and Department of Correction MCI Framingham. Assistant Superintendent Murphy and other members of the Classification Board assess eligible sentenced inmates by reviewing criminal history, current charges, and the likelihood for success at the WIT. Upon approval, the agencies coordinate the transfer of each inmate to the WIT for the remainder of their sentence. In August 2024, some WIT inmates transitioned to the MOUD Program at our ECPRC, which has been very successful.

WOMEN IN TRANSITION

Personnel

- Reintegration Officer Cynthia Deleon (pictured right) completed Critical Incident Stress Management (CISM) training and Mass Heath Certified Application Counselor training.



“Cynthia is all about making sure the needs of the women are met while working hand-in-hand with Probation and Parole for a successful reintegration into the community.”

- WIT Director A.S. Jennifer Murphy

- Officer Keith St. Pierre completed the Recovery Coach Training Academy.
- Sergeant Karen Beals became a Notary Public and conducted training for newly appointed Sergeants.
- Officer Rebecca Larose completed the Environmental Heath Safety Officer/Fire Safety Officer training.
- Lieutenant Robert Raymond conducted training for newly appointed supervisors within the department.
- A.S. Murphy and Reintegration Officer Cynthia Deleon completed North Point Classification Training.
- Spectrum Clinician Jamie Orlando (pictured right) became Ohio Risk Assessment System (ORAS) certified and completed Trauma Informed Care training.
- Officer Rebecca Larose received her Bachelor’s Degree in Psychology with a concentration in Mental Health.
- Melissa Leonard was promoted to Lieutenant.
- Officers Rebecca Larose and Francisco Reyes each received a *Letter of Recognition* for outstanding actions.



The Essex County Sheriff’s Department *Letter of Recognition* was presented to ECPRC Officers Rebecca Larose and Francisco Reyes. It read, in part, “...for their outstanding actions regarding an inmate who tried to walk away (escape) from one of ECSD’s facilities”

Pictured left: Officers Reyes and Larose are congratulated by Superintendent Mora.

Programs

Changing Lives Through Literature

This unique initiative uses literature as a tool for rehabilitation and personal growth. The class represents a powerful shift away from the traditional model of the criminal justice system, offering a more rehabilitative, reflective, and transformative approach. By using literature as a lens for self-reflection and social learning, it provides participants with the tools to make positive changes in their lives, break the cycle of criminal behavior, and reintegrate into society in a healthier way. It is in a group setting facilitated by Essex County judges and Probation staff.



Pictured left is our Changing Lives Through Literature group. Our thanks to ECPRC Assistant Superintendent Jose Hernandez, Assistant Superintendent Jennifer Murphy, Reintegration Coordinator Cynthia Deleon, Sergeant Melissa Leonard, Associate Justice of Lynn District Court Sarah Joss, Assistant Chief of Probation in Lynn District Court Tara Yaffi, Professor Emeritas Middlesex Community College Jean Trounstine, Associate Justice of the Lynn District Court Kimberly Foster, and Chief of Probation in Lynn District Court Joseph Pennucci.

OSHA-10

This 10-hour training is designed to provide inmates with basic safety and health awareness, emphasizing the recognition, avoidance, and prevention of common workplace hazards. We offer the course online for self-paced learning. Upon successful completion of the course, participants receive a certification card.

Blankets for Hurricane Helene Victims

Hurricane survivors often face immense emotional distress. The loss of homes, loved ones, and belongings can be overwhelming. A blanket provides not only physical warmth, but also emotional comfort, offering a small sense of normalcy and care in an otherwise devastating time. Women at the WIT worked hard crocheting blankets to send to the victims of Hurricane Helene.



Thank you, Kayla!

Recovery Wall

Here we enjoy a collaborative approach between WIT staff and the offender population. Utilizing themed arts and crafts, it allows the inmates to benefit from art therapy. We recognize their hard work by honoring their sobriety dates and celebrating their milestones in a meaningful way, fostering a sense of accomplishment and community support. The women work with the staff to think of ideas for the wall, and they look forward to updating it regularly.

Adverse Childhood Experiences (ACE's) Group

These classes are vital for addressing the psychological and emotional trauma that many incarcerated individuals carry with them, often as a result of adverse childhood experiences. These classes help inmates understand the deep roots of their behavior, develop healthier coping strategies, and equip them with the tools they need to reintegrate into society successfully. By focusing on healing and personal growth, ACE's classes play a crucial role in breaking the cycle of trauma and reducing recidivism, benefiting not only the individuals involved but society as a whole.

Online Parenting Self Help Groups

These groups give incarcerated parents the necessary tools, emotional support, and a sense of purpose. This can help them maintain important family connections, improve their parenting skills, and ultimately reduce recidivism. These groups are a vital part of the rehabilitative process and can have long-lasting benefits for the parents and their children.

Work Release

This program provides an opportunity for the re-entry of inmates through employment and the development of skills. Through strong relationships and career-focused community partners, large corporations, and small businesses, the Work Release Program cultivates career-starting jobs for incarcerated individuals.

We placed 16 women in work release with an average of five to seven women working any given week throughout the year. Thank you to our business partners: Market Basket, Dunkin Donuts, Bucciarelli's Butcher Shop, A.W. Chesterton, The Barn Restaurant, and Park Lunch Restaurant. Read more in the *Community Service & Work Release* section

Community Service and Involvement



Through our partners Blue Ocean Music Hall, Massachusetts State House, Middleton DPW, Newburyport DPW, Bartlett Mall, Gloucester City Wide Cleanup, Salem Beautification Committee, and Newburyport Church Committee, 14 inmates participated in Community Service, working over 250 hours. Pictured left: Gloucester City Wide Cleanup Community Service participants with Sheriff Coppinger. Read more in the *Community Service & Work Release* section.

In addition to Community Service, many inmates took part in Community Engagement. This included hand crocheting blankets to donate to Caiden's Crusaders, making centerpieces for the International Veterans Care Services Christmas party, and making dog toys for Lawrence Police Department Animal Control. Our thanks to another supporter, David Electrical Contracting, who sponsored workout equipment for WIT residents.



WIT residents also attended a presentation by The Phoenix Group staff about their peer-lead recovery group. The Phoenix Group provides accessible community programming across Massachusetts, ensuring individuals in need, regardless of financial barriers, can find a supportive, substance-free environment. Learn more at: www.narcotics.com/na-meeting/phoenix-group

2024 Highlights

- Education: Historically the WIT has had low enrollment in HiSET preparation, as most of the female population have a high school diploma or HiSET equivalent. Throughout the year, in conjunction with Northern Essex Community College, we worked to increase our educational commitment, networking individuals who are releasing to enroll in college classes with the free Community College Tuition program.
 - Three individuals enrolled in HiSET. One woman had already had their HiSET but wanted to brush up on her math skills, and two released before being able to test
 - Four students enrolled in the Digital Literacy class
 - One woman enrolled in college classes
- 524 total Spectrum clinical education hours
- 81 total number of clinical certificates awarded
- 9 ServSafe certifications
- 4 Yoga instructor certifications
- 5 OSHA certifications
- 18 Referrals for the Volunteers of America Pathway Grant
- 25 Referrals to MassHealth Behavioral Health Supports for Justice Involved Individuals (BH-JI)
- 29 Referrals to EMERGE
- 26 Referrals to STAR
- 15 Referrals to Essex County Outreach
- 2 Magnolia Scholarships awarded

Pictured below is graduation of Aramark's ServSafe program at the WIT. Our thanks to Aramark's George Delegas who taught the six-week course, which had nine graduates.



Community Service & Work Release

Once an inmate has completed specific programs, maintained a good disciplinary record, and demonstrated a commitment to 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.

Providing services from painting and landscaping to highway cleanup and graffiti removal, a total of 1,234 crews worked throughout Essex County in 2024. This meant inmates from our pre-release facilities gave approximately 34,000 hours back to the community.



An ECPRC community service crew worked with volunteers to clean Alewife Brook in Ipswich.

These 1,234 crews included 404 work crews, with up to eight men, for general community service. They worked housing authorities, churches, cemeteries, and non-profit organizations. Another 189 crews, each with between four and six workers, helped to keep our state highways clean. Sergeant Michael Krol and his four-to-five-man crew worked 209 days at the State House.



After 34 years of serving our department, Essex County, and the Commonwealth of Massachusetts, Sergeant Michael Krol retired in 2024. We wish him all the best. Sergeant Krol is pictured left being congratulated by Sheriff Copping.

ECPRC crews also worked 257 days at our Middleton facility, in the garage and with the department's maintenance staff. Under the supervision of Officer Wilson Geronimo, Community Service participants fulfilled 175 requests for 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 Blue Ocean Music Hall, Massachusetts State House, Middleton DPW, Newburyport DPW, Bartlett Mall, Gloucester City Wide Cleanup (pictured left), Salem Beautification Committee, and Newburyport Church Committee. They donated a total of 256 hours.

Work Release

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 have an alternative stream of employees who are reliable and eager to work.



The Work Release Program is just one piece in the reintegration process aimed at reducing 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 building a financial base prior to being released.



In 2024, we found employment for 57 inmates: 41 at the ECPRC and 16 at the WIT. They filled positions at 22 companies. Some of the businesses for which our ECPRC employees worked were Regenie's Snacks, Shawsheen Coating and Converting, Fantini Bakery, Bosa Coastal Italian Restaurant, and Coady's Garage. Businesses that hired women from the WIT include Market Basket, Dunkin Donuts, and Park Lunch.



Graffiti Truck



Our thanks to Officer Wilson Geronimo (pictured below) for his dedication to serving the public. As part of his duties at the ECPRC, Officer Geronimo 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.

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. In 2024, Officer Geronimo, and Community Service participants fulfilled 175 requests for the department's graffiti truck



Daily Workings of ECSD

Middleton Intake

Captain Kyanna Lees (pictured right) oversees the Transportation, Inmate Property, and Intake Divisions.



In 2024, the Intake Division had a total of 8,033 inmates going out to court, 392 outside medical appointments, and 368 inmates leaving to be transferred to other secure facilities. In addition, we had 3,899 new inmates processed through intake, and 3,779 inmates released from Middleton. All inmates arriving or departing from our Middleton facility go through Intake.

When entering the facility, all inmates go through a thorough security screening which helps ensure that contraband is not getting into the facility. This screening includes x-ray and body scanning technology. All new inmates are fingerprinted and photographed by Intake staff. The booking process also includes a thorough medical exam where each new inmate has their medical needs assessed before being placed in a housing unit. Intake is currently supervised by Sergeants Justin Sarofian and John Mahoney. It can be one of the busiest and most unpredictable areas in the department.

The Correctional Officers assigned to Intake work closely with Clerical, Re-entry, Medical and Psychological staff, as well as the Transportation Division to maintain a controlled, safe working environment. Together, information is gained 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 facility.

Teamwork: Pictured (L to R) are Officers Paulo Ricardo Ferreira and Larissa Alegria working Intake; Officer Veacelav Frimu at the computerized fingerprint station in Intake; Officer Daniel Gilroy of Intake and Sergeant Jake Skusevich of Transportation.



Transportation

The Department's Transportation Division is responsible for providing inmate movement outside of the secure perimeter of the Essex County Correctional Facility. In 2024, the transportation division completed a total of 8,793 individual transports utilizing 12 vans and a secure bus (pictured right).



The Transportation Division is also responsible for providing mutual aid to law enforcement throughout the county, including motor vehicle accidents, medical events, and emergency situations. All transportation actions are directed by Sergeants Daniel Tsoutsouris and Mark Swiniarski, who are responsible for communicating with outside agencies throughout the Commonwealth on a daily basis.



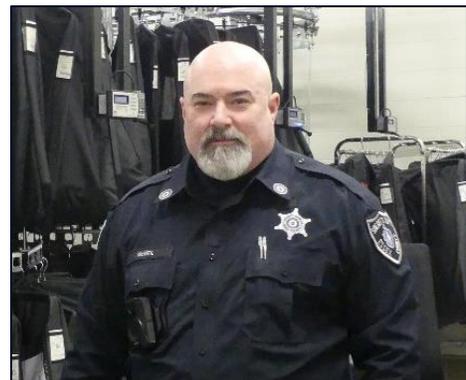
Hillsborough (NH) Sheriff's Department Deputies pull into our secure sallyport to pick up an inmate.

In 2024, the Transportation Division provided the following transports:

- 392 medical appointments
- 368 transfers to other secure facilities
- 8,033 court appearances

Inmate Property

Property Officer Michael McNeil (Pictured right) 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.



Officer McNeil also works closely with the public and handles all property releases and court clothing exchanges. His outstanding work ethic and professionalism are valuable assets. Officer McNeil has excelled in this role for over 10 years.

Our high-speed property carousel is similar to one used at a dry cleaner. It allows us to store and retrieve inmate property in an efficient manner. Inmate valuables are held in a secure area.

Officers Arnold and Cerino Relied on Training During a Crisis



Transportation team members (L to R): Cpt. Kyanna Lees, Ofc. Ross Arnold, Ofc. Paul Cerino & Lt. Louis Potvin

If you are ever in need of help, you may hope that people like Officer Ross Arnold and Officer Paul Cerino are nearby. Such was the case on Monday, July 15, 2024, at about 5:00pm. Officers Arnold and Cerino were in a marked ECSD Transportation Van, transporting inmates from Lawrence District Court to our Middleton facility. While traveling through Boxford, they came upon a sedan that had struck a tree and flipped onto its side in the middle of the road.

In an instant, Cerino and Arnold needed to assess the scene for safety and possible hazards, determine if any other vehicles were involved, look for victims, both inside and outside of the vehicle, and notify our

Middleton facility. All the while, they were responsible for maintaining appropriate safety and security of their inmate passengers.

Officer Arnold immediately activated the van's emergency lights and radioed our Central Control to inform them of the situation. Officer Cerino quickly approached the vehicle to find one male victim. While able to move, the man was stuck in the vehicle. Officer Cerino instructed him to move to the back seat. Officer Cerino then pried the vehicle's door open and helped the man out of the vehicle. Officer Arnold, who was maintaining contact with Central Control as well as monitoring scene safety and the inmates, commented on Cerino's actions, saying, "Paul demonstrated presence of mind in this stressful situation...and ripping that door open took a great deal of strength...impressive!" Officer Cerino then assisted the man out of the car. Once firefighters, police, and an ambulance arrived, our two officers assisted with traffic control.

Officers Arnold and Cerino each received a *Letter of Recognition* from Sheriff Kevin F. Coppinger. The citation read, in part, "Recognized for their courageous actions in rescuing a trapped motorist while safeguarding inmates in their custody." Captain Kyanna Lees oversees Intake, Inmate Property, and Transportation. Captain Lees wrote that the outcome of this incident was, "... a result of their sound decision making, effective communication, teamwork, experience, and training."

Officer Arnold has been with ECSD for over 14 years. In addition to being assigned to our Transportation Division, he covers Detail Scheduling when that full-time officer is out. Officer Cerino has been with us for more than seven years and is assigned to our Intake Division. He is also a member of the department's Tactical Team and Honor Guard, as well as a member of the Northeastern Massachusetts Law Enforcement Council (NEMLEC) Rapid Response Team. Officer Cerino is a Navy veteran, having served honorably for over four years.

Criminal Records

Lieutenant Katherine Allen oversees our Criminal Records Division, which is located in Middleton's Inmate Intake Building and operates 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 2024, we welcomed new Records Clerks Jessica Harris and Jody Bradstreet to the division.



Assistant Director of Criminal Records Erin Muzichuk (L) and Director Lieutenant Katherine Allen

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

Records Clerk Shane Brown received a *Letter of Appreciation*.

The Essex County Sheriff's Department *Letter of Appreciation* presented to Records Clerk Brown read, in part, "...for her outstanding performance and excellent attention to detail on February 28, 2024, that resulted in the detainment of a homicide suspect from another country."



Records Clerks

At left: Jessica Harris (L) and Jody Bradstreet. At right: (L to R): Jesica Franklin, Melanie Eaton, and Darlene Hudson



Inmate Visits

We encourage inmates to stay in contact with their loved ones visit with them, in-person or remotely. Officers are responsible for maintaining security while accommodating all authorized visitors. In addition to scheduling the inmate visits, the team must ensure that 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 right is our Middleton visitor area. In 2024, we had 19,528 in-person visits at our Middleton facility and 3,263 at our pre-release facilities. Visit information can be viewed at: www.essexsheriffma.org/family-and-visitor-information



"Sticking with your family is what makes it a family."

- Tuesdays with Maury author, Mitch Albom

Video Visits



Assistant Superintendent Christine Arsenault works with our IT & Communications Division to oversee the use of inmate tablets. Using tablets provided by ECSD, inmates at all three of our facilities are able to have video visits with family, friends, attorneys, or others. We have partnered with Securus Technologies to offer this state-of-the-art technology. Not only is this a safer and more secure method of visiting, but also, it is more convenient for individuals wanting to visit an inmate.



In 2024, we facilitated 49,537 non-privileged (family and friends) video visits and another 1,119 privileged (attorneys and other professionals) video visits.

Video Conferencing

Records Clerk/Video Court Coordinator Luis Felix and Officer Rebecca Owumi (pictured right) work together to handle the large volume of video conferences. Video conferencing requires not only coordination between our department and the courts, but also reliable technology and knowledgeable staff at each end. The benefits are increased efficiency as well as decreased safety risks and transportation costs associated with driving offenders to court appearances.



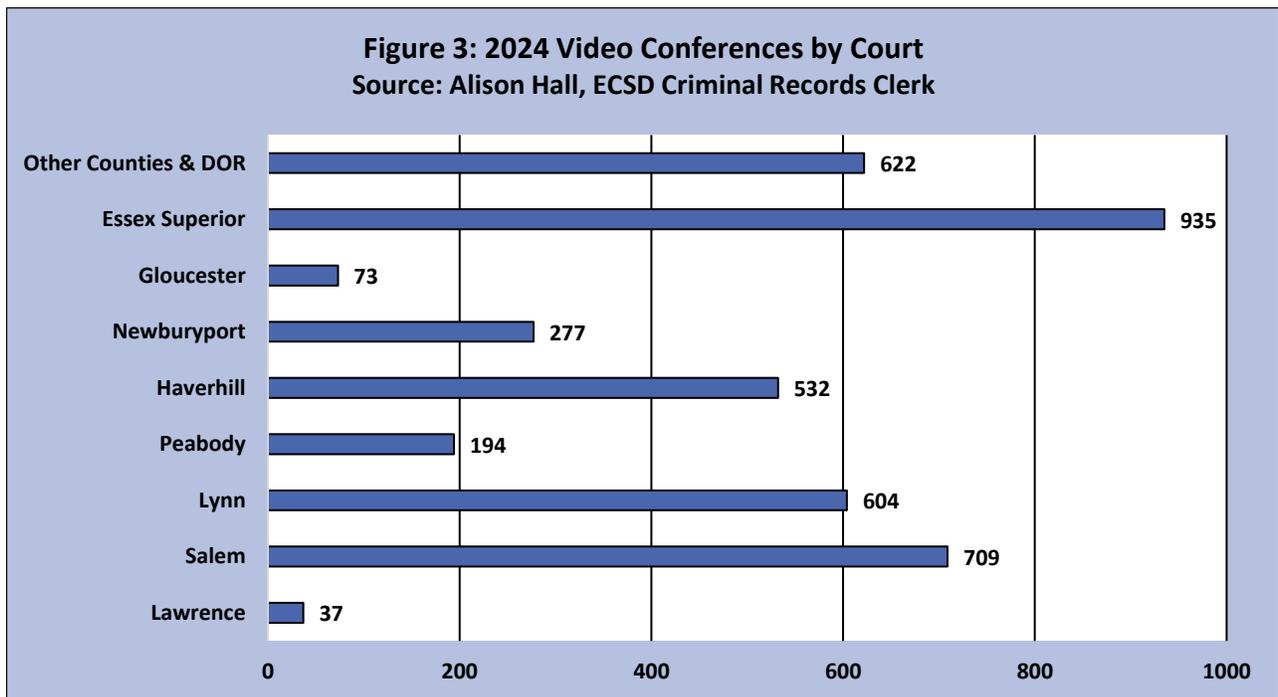
Table 4 shows we had 3,983 video conferences in 2024: a decrease of 515 (11%) from 2023. Figure 3 displays the total volume by court.



The number of video conferences decreased by 515; almost the exact same amount by which the in-person court appearances increased, 539.

Table 4: 2024 Video Conferences by Court
Source: Alison Hall, ECSD Criminal Records Clerk

| | Lawrence | Salem | Lynn | Peabody | Haverhill | Newburyport | Gloucester | Essex Superior | Other Counties & DOR | Totals |
|---------------|-----------|------------|------------|------------|------------|-------------|------------|----------------|----------------------|--------------|
| January | 2 | 40 | 48 | 12 | 53 | 16 | 7 | 74 | 56 | 308 |
| February | 3 | 60 | 42 | 21 | 56 | 16 | 5 | 76 | 42 | 321 |
| March | 6 | 45 | 41 | 23 | 48 | 18 | 3 | 79 | 63 | 326 |
| April | 2 | 57 | 72 | 25 | 51 | 16 | 7 | 96 | 67 | 393 |
| May | 7 | 77 | 70 | 21 | 60 | 33 | 5 | 106 | 68 | 447 |
| June | 1 | 50 | 65 | 17 | 39 | 27 | 4 | 74 | 52 | 329 |
| July | 1 | 76 | 61 | 16 | 34 | 22 | 6 | 91 | 38 | 345 |
| August | 6 | 53 | 50 | 17 | 44 | 28 | 6 | 86 | 54 | 344 |
| September | 2 | 50 | 42 | 14 | 49 | 28 | 5 | 67 | 47 | 304 |
| October | 3 | 82 | 46 | 8 | 42 | 31 | 8 | 64 | 44 | 328 |
| November | 2 | 67 | 36 | 9 | 32 | 26 | 9 | 56 | 49 | 286 |
| December | 2 | 52 | 31 | 11 | 24 | 16 | 8 | 66 | 42 | 252 |
| Totals | 37 | 709 | 604 | 194 | 532 | 277 | 73 | 935 | 622 | 3,983 |



Middleton Inner Perimeter Security Captain



Captain Scott Sousa oversees several critical areas within the Middleton facility, including Central Control, Outer Perimeter Security, on-site Construction, the Mailroom, and Visitations. His responsibilities also extend to Security & Restraint Equipment, Key Control, Tool Control, in-person visits and non-privileged (family and friends) video visits.

“We so appreciate the care you give to us who visit our family and friends. It isn’t easy, and we appreciate the gentleness and respect we’ve received from you, each one of you.”

- Excerpt from a letter to Captain Scott Sousa, December 2024

Captain Sousa plays a vital role in managing the first line of security, approving items allowed into the facility, and ensuring compliance with the 23 Policies & Procedures or Post Orders he enforces. He is dedicated to maintaining the integrity of the facility through detailed inspections and upholding strict security standards. Captain Sousa's commitment to diligence and professionalism ensures the safety and security of all within the facility.

Tool Control

With hundreds of hand and power tools utilized in our warehouse, garage, housing units, and administration buildings, Tool Control Officer Daniel Whipple utilizes a tracking system to ensure accountability.

Central Control

This is the communications hub of the Middleton facility, functioning around the clock. Central Control staff must track all facility activity by way of video monitors; run background checks to ensure only individuals with the appropriate clearance enter the facility; oversee the issuing of vehicles, weapons, and restraint equipment to officers; and support Security Investigations in maintaining all cameras and locking-doors in the facility.

Our ID checkpoint, which is within the Central Control Sallyport, allows us to manage individuals inside the facility. Each person must provide an ID when they enter and must retrieve it when they leave.

Although she recently graduated from our Basic Training Academy in 2023, Officer Elizabeth Quimby (pictured right) typifies many of our new officers. She is eager to learn and is willing to work where she is needed. Captain Scott Sousa explained Officer Quimby is assigned to Housing, but because of her attention to detail and strong work ethic, she also works in Central Control and the Mail Room.



Key Control



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

On any given day, Officer McAuliffe is responsible for thousands of department assets: locks, keys, handcuffs, and leg irons.

Outer Perimeter Security

Staff must ensure all vehicle movement follow security protocol, provide security for all parking areas and the entire exterior of the facility, and clear all visitors to the facility. In 2024, our Middleton facility had 19,528 visits: 11,920 privileged visits (attorneys and other professionals) and 7,608 non-privileged visits (family and friends).



Pictured left, Outer Perimeter Security Officer Rudy Garcia welcomes a group of students from Fisher Junior College. The visit was facilitated by Assistant Superintendent Jason Faro.

Security & Restraint Equipment

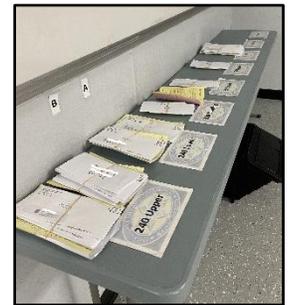


With the use of metal detectors and fluoroscope (x-ray) machines (pictured right) Correctional Officers are able to reduce the amount of contraband entering the facility. All non-employees and all non-uniformed staff must clear the metal detector prior to entering.



Mail Room

Staff mail is processed, sorted (pictured right) and delivered to appropriate parties. 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.



Use of Force Review Board

Assistant Superintendent Christine Arsenault facilitates the Use of Force Review Board which was created in 2020. The Board reviewed six incidents in 2024. The board's purpose is to review use-of-force incidents referred by Shift Commanders. The members examine all aspects of the incident, including videos, reports, training, and policy and procedure. Upon a review of the incident, the review team will recommend the following: take no action, handle the incident at their 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:

- The Assistant Superintendent or designee of the facility where the incident occurred
- An Essex County Sheriff's Department Use of Force Instructor
- The Director of Research and Statistics and/or an Assistant Superintendent III or IV
- The Director of Training & Staff Development

K-9 Engagement Review Committee

In 2022, The K-9 Engagement Review Committee was revamped to review K-9 bite incidents. This group of four experienced employees examines incidents involving the use of our K-9s. In 2024, no incidents occurred.

Armory

Supervision of the armory falls under the Middleton Assistant Superintendent Jonathan Campbell and Superintendent Aaron Eastman. The department’s armorers ensure all assets of the armory are stored and maintained properly. We have seven experienced armorers:

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

We have one full-time armorer who oversees daily operations of the armory. In April 2024, Officer Peter Ramos (pictured right at the range), was chosen as our full-time armorer. Peter has since been promoted to Sergeant!



ECSD’s Research and Statistics (R&S) personnel reconcile weapon inventory each month and conduct scheduled armory audits. Throughout 2024, all armory assets were accounted for, with no exceptions.

Firearms Instructors

Our firearms instructors are charged with ensuring employees are proficient and safety focused. We have 25 instructors.

At 2023 year-end, we had 11 instructors:

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

In 2024, we had 14 officers qualify to become firearms instructors. Congratulations to:

- Lieutenant Jacob Menard
- Lieutenant Louis Potvin
- Investigator Leonardo Jorge
- Sergeant Andrew Delloiacono
- Sergeant Matthew Goodwin
- Sergeant Timothy Leonard
- Sergeant Isaac Mercer
- K-9 Officer Kyle Kidger
- K-9 Officer Justin R. Perry
- Officer Justin Barber
- Officer Zachary Collins
- Officer Cory Dever
- Officer Liv Frontiero
- Officer Cameron LaBrecque

In addition to overseeing employee range qualifications, in 2024 our range instructors taught two ECSD Basic Training Academies at the range. We also had 219 ECSD employees complete interactive, scenario-based training utilizing the Middlesex Sheriff’s Office’s Mobile Training Center (MTC).



Inspections & Housing Units

Environmental Health & Safety Officer/Fire Safety Officer



Lieutenant Steven Wilkins (pictured left) is the department's Environmental Health and Safety Officer (EHSO). 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, which he must address within a specific time period. The most recent DPH audit was conducted in October 2024. All outstanding issues were addressed. The EHSO helps facilitate successful audits not only by the DPH, but also by the Department of Corrections (DOC) and the American Correctional Association (ACA). This is done by working closely with ECSD's Compliance Division in maintaining accurate records of all required standards. The EHSO partners with Compliance to teach all Mid-Management Level Supervisors (MMLS) on proper documentation to ensure compliance with all audits and inspections.

Inspections/testing for the Middleton Facility

- Monthly: AEDs, flashlights, pest control, water temperature, and negative air flow (Medical Housing Unit)
- Generator, weekly, monthly, quarterly, and annually
- Sanitation, weekly (unit managers) and monthly (EHSO)
- Elevators, monthly and annually
- Tracking and removal of hazardous waste, bi-monthly
- Temperature, summer and winter
- Light and sound, annually
- Water quality reporting, annually
- Air quality, every three years

Captain Jotham Garbin (pictured right) became our new Fire Safety Officer (FSO) in January 2025. He works with the Middleton Fire Department officials to conduct annual inspections of the entire facility. Middleton Fire submits a letter of its findings to Sheriff Copping and any deficiencies are addressed. In mid-2023, work began with Johnson Controls to perform a facility-wide upgrade of our fire detection and activation system. This project was completed in early 2024.



The following inspections are also done:

- Fire alarm system, quarterly
- Emergency lights/exit signs, weekly (unit managers) and monthly (FSO)
- Fire inspections, weekly (unit managers) and monthly (FSO)
- Facility fire drills, evacuation drills, and training, quarterly
- Ansul (kitchen) and Sapphire (IT) systems, biannually
- Fire extinguishers (all facilities and vehicles), annually
- Fire hydrants - inspected and flushed, annually
- Sprinkler system, quarterly and every five years
- Fire panel inspections (yearly) and back up battery replacements every five years
- Update and maintain evacuation plans, ensuring that these plans are on file with local fire and police departments.

Housing Units

Middleton

- 240 Building (4 units: A, B, C & D)
 - o 240A, B & C, General Population
 - o 240D, At-Risk
- 120 Building (2 units: A & B)
 - o 120A, Behavioral Stabilization Unit (BSU): Disciplinary Detention, Administrative Segregation, and Protective Custody
 - o 120B, General Population, High Security Level Inmates, and At-Risk High Security Level Inmates
- 80-Bed (2 units: Upper & Lower)
 - o 80 Lower, Clean And Sober Existence (CASE) and Mental Health Programing for Medium and Low-Level Inmates
 - o 80 Upper, General Population, Low Security Level Inmates
- 60-Bed, General Population, Low Security Level Inmates/Inmate Workers
- Voke Building (4 units: 1, 2, 3 & 4), Closed for a large Department of Capital Assets and Management and Maintenance (DCAMM) project
- Medical Housing Unit, Multifunctional (medical/mental health)
- Female Holding Area, Female inmates held while awaiting trial. Read more under “Female Inmates” in the *Classification* section.

ECPRC

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

WIT

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

Pictured (L to R): Captain William Chiccarelli, Officers Kristyn Arnold and Keith St. Pierre, Captain Jon Latorella, Officer Erich Nevins, and Captain Benjamin Roberge.



Office of Professional Standards



The Office of Professional Standards (OPS) is led by Superintendent John M. Grella. OPS plays a crucial role in maintaining the integrity, efficiency, and overall effectiveness of the Essex County Sheriff's Department. It consists of several key divisions, each with specific responsibilities that support the department's mission and personnel.

The **Internal Affairs Division (IAD)** is responsible for investigating allegations of misconduct within the department. It ensures accountability by conducting fair and thorough investigations into complaints against personnel, policy violations, and use-of-force incidents. The IAD helps uphold public trust by enforcing high ethical and professional standards. The IAD also conducts the security clearances for all department employees and vendors.

The **Inspections and Compliance Division** oversees audits, compliance checks, and inspections to ensure that policies, procedures, and operational standards are being followed. By identifying areas for improvement, the Inspections Division helps enhance efficiency, safety, and effectiveness across all units.

The **Human Resources (HR) Division** is responsible for all personnel-related matters, including recruitment, hiring, promotions, benefits, and employee relations. It ensures compliance with labor laws and department policies while supporting employee career development.

Centralized Scheduling manages and coordinates work schedules, shift assignments, and leave requests to ensure adequate staffing across all divisions. By streamlining scheduling processes, this unit helps maintain operational efficiency, reduces overtime costs, and ensures that staffing levels align with department needs and priorities.

The **Training and Staff Development Division** provides ongoing professional development and skills enhancement for department personnel. This includes in-service training, new employee orientation, tactical training, leadership courses, and specialized training. The division ensures that Correctional Officers and Deputy Sheriffs are well-prepared for their duties through continuous education and certification programs.

The **Wellness Division** focuses on the physical, mental, and emotional well-being of department personnel. It provides access to peer support, counseling, stress management resources, fitness programs, and mental health services to ensure employees are fit for duty and maintain a healthy work-life balance.

The **Basic Training Academy (BTA)** is responsible for the initial training and certification of new recruits. It provides foundational law enforcement education, including physical fitness, defensive tactics, firearms training, legal procedures, and ethics. Graduates of the academy are prepared to enter the field as well-trained Correctional Officers with the ability to become Deputy Sheriffs after successfully completing a one-year probationary period.

By working together, these divisions ensure that the department operates efficiently, ethically, and effectively. They help maintain high professional standards, improve officer performance, support personnel well-being, and enhance public safety and trust in the Sheriff’s Department.

I am proud of the many achievements that members of the Office of Professional Standards have accomplished in 2024 - please read on and see their great work!

We encourage you to explore career opportunities with the Essex County Sheriff’s Department. It is a great place to work and help contribute to the safety of our cities and towns in an important way. If you know someone who would like to pursue a career as a Correctional Officer/Deputy Sheriff, please look at our hiring link at www.essexsheriffma.org or call our recruiter at 978-750-1900 extension 3476. We are looking for good people who want to work with a team and serve their community. You can be fresh out of high school, a college grad, a tradesperson, or just looking to try something new – we are always looking for talent! Curious? Give us a call and let’s have a talk!

“I love average. Give me a group of average people who want to work, and we’ll get it done and then some. Average is great.”

- Superintendent, Office of Professional Standards, John Grella

Centralized Scheduling



The Centralized Scheduling Office is vital to the daily operations of the Essex County Sheriff’s Department, ensuring both organizational efficiency and operational readiness.

All payroll functions are overseen by Payroll Director Jaclyn Orlando and Payroll Specialist Kristina Gikas. Together, they are responsible for the accurate and timely processing of all payroll-related matters, including employee and vendor compensation, overtime, and details.

Scheduling operations fall under the leadership of the Scheduling Captain Peter Cignetti and UKG/Kronos Administrator Cassandra Marocco, They ensure appropriate staffing levels, manage employee leave requests, and coordinate departmental training. Supporting these efforts is the Detail Officer, who plays a key role in organizing and facilitating off-duty assignments and special details. Officer Vincent Troisi was our Detail Officer throughout 2024. Read more in the *Details* section below.

The combined efforts of this highly capable team are vital to maintaining the day-to-day functionality of the Essex County Sheriff's Department.

UKG/Kronos is the timekeeping system we use at ECSD. With the touch of a finger, the system allows us to track and manage employees' time. Our provider Kronos is now UKG.

Details

In 2024, Officer Vincent Troisi (pictured right) oversaw our detail operations. For the year, our officers worked 509 details, broken down as follows:



- Worked 356 details in Essex County including traffic, fireworks, graduations, road races, Yankee Homecoming in Newburyport, and Haunted Happenings in Salem.
- Assisted Massachusetts State Police (MSP) with 142 Mass Highway Details.
- Provided mutual aid to MSP at for nine checkpoints, taking custody of arrestees."
- Provided mutual aid to MSP at two high-visibility highway saturation points.

Human Resources



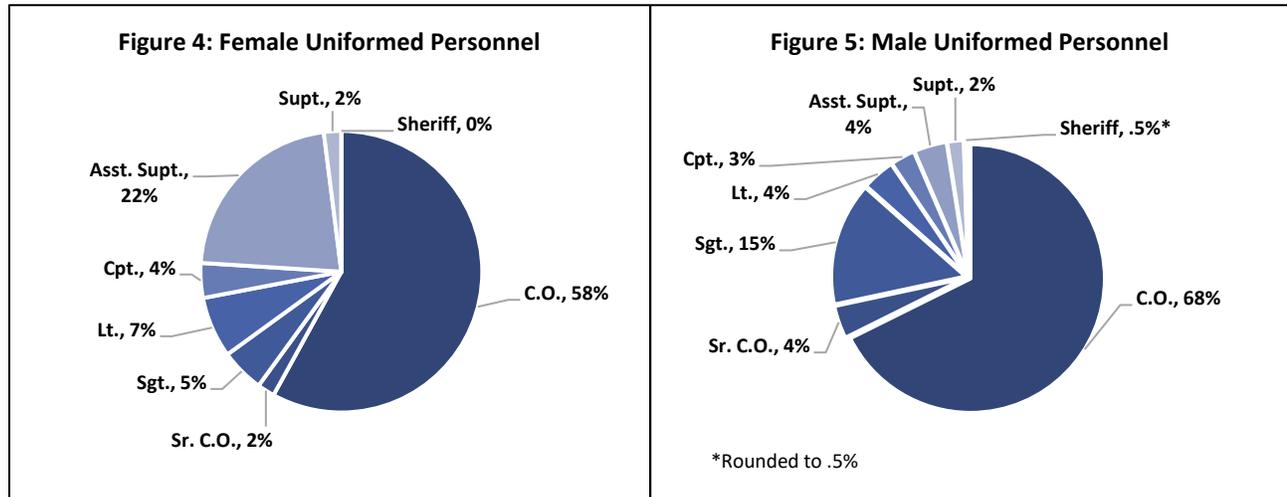
Deana Piantedosi (pictured left) started at ECSD in 2010 as an intern while attending Endicott College. Director Piantedosi joined us full time in 2013 as a clerk in the Fiscal Division. She was promoted to Assistant Director of Human Resources in 2015 and to Director in 2017. In 2022, she graduated from the prestigious FBI Law Enforcement Executive Development Association (LEEDA).

As of the end of 2024, we employed 554 individuals in the Sheriff's Department; 471 were uniformed staff. Table 6 shows a breakdown of uniformed personnel by gender: 85 females and 386 males.

| Table 5: 2024 Uniformed ¹ Staff by Gender | | | | | |
|--|------------|-----------|-----------|-------------------|---------------------|
| Rank | 85 Females | | 386 Males | | 471 Total Uniformed |
| | # | % by Rank | # | % by Rank | |
| Correctional Officer | 49 | 58% | 265 | 68% | 314 |
| Senior Correctional Officer | 2 | 2% | 14 | 4% | 16 |
| Sergeant | 4 | 5% | 57 | 15% | 61 |
| Lieutenant | 6 | 7% | 14 | 4% | 20 |
| Captain | 3 | 4% | 11 | 3% | 14 |
| Asst. Superintendent | 19 | 22% | 17 | 4% | 36 |
| Superintendent | 2 | 2% | 7 | 2% | 9 |
| 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 4 and 5 show that for the rank of Correctional Officer through Assistant Superintendent, female officers continue to have a larger percentage than male officers in higher ranks (e.g., Captain, Assistant Superintendent, and Superintendent).



Special Recognitions in 2024

Commendations

August 7, 2024 – Commended for his courage and bravery despite exposing himself to personal risk in an effort to protect an officer being attacked by an extremely violent inmate on July 19, 2024:

Mental Health Clinician Jordan Raffalli

September 10, 2024 – Commended for his courage and bravery to assist a fellow law enforcement officer during a vehicle hijack on August 12, 2024, while off duty:

Officer Luiz Da Silveira Goncalves

Letters of Recognition

March 18, 2024 – Recognized for his quick thinking and rapid response on March 6, 2024, to assist an injured civilian from harm's way at the scene of an accident while off duty:

Officer Daniel Coulter

April 12, 2024 – Group recognized for their exemplary actions and lifesaving aid to an inmate who had suffered a serious medical event on February 25, 2024:

Sergeant Brett Feldman

Officer Jancarlos Concepcion

Sergeant Joseph Twomey

Officer Yalitza Rodriguez

Officer Kyle Milovanovic

April 19, 2024 – Recognized for their outstanding actions regarding an inmate who tried to walk away from one of ECSD's facilities on April 7, 2024:

Officer Rebecca Larose

Officer Francisco Reyes



Sheriff Coppinger congratulates (L to R): Ofc. Nirorkis Guerrero, Ofc. Riley Scales, Sgt. Joseph McLaughlin, Lt. Jacob Menard, Mental Health Clinician Jordan Raffalli, Ofc. Jonathan Smalls, and Ofc. Michelle Mitchell

August 7, 2024 – Group recognition for their heroic actions during an officer assault by a combative inmate on July 19, 2024:

- | | |
|----------------------------|---------------------------|
| Lieutenant Jacob Menard | Officer Nirorkis Guerrero |
| Sergeant Joseph McLaughlin | Officer Jonathan Smalls |
| Sergeant Danielle Petroni | Officer Riley Scales |
| Officer Michelle Mitchell | |

August 19, 2024 – Recognized for their courageous actions in rescuing a trapped motorist while safeguarding inmates in their custody on July 15, 2024:

- | | |
|---------------------|---------------------|
| Officer Ross Arnold | Officer Paul Cerino |
|---------------------|---------------------|

September 10, 2024 – Recognized for his exemplary performance in rendering urgent medical attention to a civilian on August 5, 2024. His heroic actions were crucial to a life- threatening situation:

- Sergeant Eric Hefner

September 10, 2024 – Recognized for his quick response and immediate aid to an inmate choking on August 7, 2024:

- Officer Djepth Pierrot



Sgt. Eric Hefner receives a *Letter of Recognition* from Sheriff Coppinger.

November 8, 2024 – Group recognition for their heroic actions and lifesaving aid to an inmate in medical emergency on October 8, 2024:

Sergeant Bonnie Stevens
Officer Grady Holt
Officer Justin M. Perry

Physician's Assistant Cole Kauffeld
Nurse Casey McBride
Nurse Olivia Tambone



Receiving *Letters of Recognition* from Sheriff Coppinger (L to R) are: Sgt. Bonnie Stevens, Nurse Olivia Tambone, and Ofc. Grady Holt.

Letters of Appreciation

January 22, 2024 – Recognized for his selfless actions in locating a lost iPhone on January 12, 2024, belonging to the mother of our late Officer Anthony Pasquarello:

Assistant Superintendent Maurice Pratt

January 22, 2024 – Recognized for his outstanding commitment to the family of our Line-of-Duty Fallen Hero Anthony Pasquarello:

Superintendent Joseph McGowan

March 15, 2024 – Group recognized for their outstanding actions concerning a young female experiencing severe distress on February 28, 2024. Their unwavering support, patience, and sensitive approach contributed to a positive outcome:

Captain Caitlin Noonan
Lieutenant Jotham Garbin
Sergeant Brendan K. Walsh
Sergeant Danielle Petroni
Officer Melvin Lee Cummings

Officer Adrian Sosa
Officer Zachary Dunham
Officer Veaceslav Frimu
Officer Caitlyn Bradbury

March 15, 2024 – Recognized for her outstanding performance and excellent attention to detail on February 28, 2024, that resulted in the detainment of a homicide suspect from another country:

Shane Brown, Records Clerk



Sheriff Coppinger presents *Letters of Appreciation* to (L to R): Ofc. Zachary Dunham, Sgt. Danielle Petroni, Sgt. Brendan K. Walsh, Ofc. Adrian Sosa, Cpt. Caitlin Noonan, Lt. Jotham Garbin, and Ofc. Veaceslav Frimu



March 25, 2024 – Recognized for their outstanding work on March 13, 2024, in locating a weapon in difficult terrain while providing mutual aid support to an Essex County community:

K-9 Sergeant Chris Auger and his partner K-9 Bain (pictured left)

In addition to being a Drill Instructor for two Basic Training Academies in 2024, Sergeant Danielle Petrini (pictured right) received both a *Letter of Recognition* and a *Letter of Appreciation*.



August 7, 2024 – Group recognized for their exceptional ‘Officer Awareness’ in spotting the signs and symptoms of an inmate in distress on July 9, 2024. Their actions contributed to a positive outcome:

Lieutenant John MacDonald
Sergeant James Ridley
Sergeant Danielle Petroni
Officer Daniel Coulter

Officer Sean Smerczynski
Officer Ryan Mangino
Officer Sean Quiroz



Sheriff Coppinger congratulates *Letter of Appreciation* recipients (L to R): Lt. John MacDonald, Ofc. Sean Quiroz, Ofc. Ryan Mangino, Ofc. Daniel Coulter, Ofc. Sean Smerczynski, and Sgt. James Ridley.

November 6, 2024 – Recognized for their outstanding dedication to the Opiate Treatment Program (OTP). Their extensive expertise played a pivotal role in providing comprehensive services to our population:

Assistant Superintendent Jason Faro

Assistant Superintendent Brooke Pessin

Officer Anthony J. Pasquarello Memorialized in 2024



Essex County Sheriff’s Department Officer Anthony Pasquarello died in December 2021, after contracting COVID-19 while on duty at our Middleton facility. In May 2024, his name was added to the National Peace Officers’ Memorial in Washington. At this ceremony, Officer Pasquarello was posthumously awarded the Medal of Valor for his service to Essex County. The medal was presented to his family.

In August 2024, Officer Pasquarello’s name was added to the Massachusetts Law Enforcement Memorial at the Statehouse.

Live like Pasky: Walk a little taller; Work a little harder; Be a little kinder.

Serving with Distinction

In 2024, we had eight individuals receive honors of distinction from outside agencies. Congratulations to all.

Three ECSD employees received awards from the Massachusetts Sheriffs' Association, as chosen by the 14 Massachusetts Sheriffs.

Lieutenant Heath Carafa named Supervisor of the Year.

Human Resources Director Deana Piantedosi named Employee of the Year.

Officer Timothy McElhinney named Correctional Officer of the Year.

Receiving their awards, (L to R): Lieutenant Heath Carafa, Human Resources Director Deana Piantedosi, and Officer Timothy McElhinney.



Officer Nicholas Ballavia named Corrections Professional of the Year by the Haverhill Exchange Club.

Assistant Superintendent Maurice Pratt named Corrections Officer of the Year by the Knights of Columbus Bishop Jeremiah Minihan and Christ the King Councils.

Assistant Director of Nursing Abigail Ragusa recognized by the *Boston Globe* in its "Salute to Nurses."

Award recipients (L to R): Officer Nicholas Ballavia, Assistant Superintendent Maurice Pratt, and Assistant Director of Nursing Abigail Ragusa.



K-9 Officer Justin Boleski and partner Blue placed first in article searches at the United States Police Canine Association's (USPCA) Regional Patrol Dog competition in Merrimack, N.H.

K-9 Officer Kyle Kidger and partner Alvin placed 13th overall in the USPCA National Field Trials in Baton Rouge, Louisiana.



Award-winning teams: K-9 Officer Justin Boleski & partner Blue (pictured left) and K-9 Officer Kyle Kidger & partner Alvin (pictured right)



Honors earned in 2023, received in 2024

Congratulations to the following ECSD employees who were honored by the Executive Office of Public Safety and Security (EOPSS). These employees performed their heroic acts in 2023 and were recognized at a ceremony in 2024.

- Investigator Leonardo Jorge and his K-9 Drago received the Meritorious Recognition Award for locating a missing Essex County man that was experiencing suicidal ideations.
- Assistant Director of Special Investigations Jonathan Campbell, Captain Alex Wilson, Sergeant Patrick Wallace, Sergeant Jared Valeri, Officer Derek DePietro, Officer William Glidden, and Officer Jose Quinones received the Meritorious Recognition Award for saving an inmate with life-threatening injuries.
- Sergeant Mark Duquette, Sergeant Isaac Mercer, Officer Anthony Lopez-Sanchez, Officer Kayli Kotchian, Officer Mark Csogi, Officer Michael Palm, and WellPath Nurses Elena Shevtsova, Nicole Newman, and David McCauliffe were recognized for successfully bringing back to life an inmate suffering a major cardiac event.

Pictured right: Special Investigator Leonardo Jorge (R) and Middleton Assistant Superintendent David Earle at the award ceremony at Mechanics Hall in Worcester





In 2024, some of our military personnel were called upon to assist the Commonwealth of Massachusetts during moments of civil unrest, disturbances, protests, and demonstrations. Others were placed on active duty in other parts of the world. We thank each of them for their actions and for supporting the Commonwealth of Massachusetts and our country in times of need.

Officer Michael Anderson
 Officer Aaron Blaisdell
 Officer Michael Cotton
 Officer Luiz Da Silveira Goncalves

Officer Jeton Hoxha
 Officer Sean Maguire
 Officer Jake Skusevich

New Hires

Jody Bradstreet - Records Clerk
 Cathleen Coughlin - STAR Navigator
 Shannon Flaherty - Re-Entry Resource Liaison
 Lauren Furlong - Inspection and Compliance Clerk
 Jessica Harris – Records Clerk
 McKenzie Johnston - Mental Health Clinician
 Cailee Kheboian - Mental Health Clinician
 Martha Medina - STAR Navigator
 Chibueze Onwuka - ITC Technician
 Alicia Ortega - Mental Health Clinician
 Kaylyn Pesaturo - Civil Process Clerk
 Thomas Tiberia – Work Release Director
 Patrick Wentzell - Maintenance Officer



STAR Navigator
 Cathleen Coughlin

Correctional Officers, Transfer

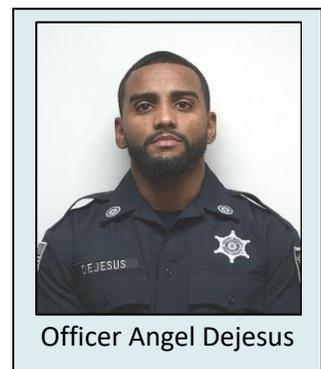
Angel DeJesus

Promotions

Congratulations to our employees who received promotions in 2024:

Administration

Arnaldo Mora - Assistant Superintendent, Director of Programs
 Kerri Patterson - Assistant Superintendent, Director of Civil Process
 Justina Cositore - Assistant Superintendent, PREA Coordinator
 Joseph Magnarelli - Assistant Superintendent, Internal Affairs Division
 Jaclyn Orlando - Assistant Superintendent, Payroll Director
 Vicki Barry, Work Release Director
 Derek Ryan - Assistant Director, CASE/CARE
 Gerald Mohan, Jr. - Training Clerk



Officer Angel Dejesus

New Captains

William Chiccarelli
Jotham Garbin
Benjamin Roberge
Alex Wilson

New Lieutenants

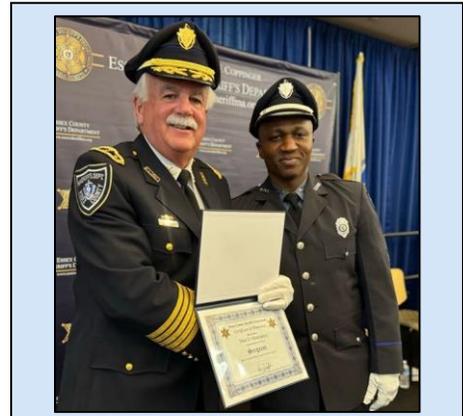
Danny Kao
Melissa Leonard
John MacDonald
Jacob Menard
Travis Mustone
Louis Potvin
Bonnie Stevens
Brendan K. Walsh

New Sergeants

William Clancy
Mark Csogi
Scott Diefenbach
David Finlay
Matthew Goodwin
Max Munyanya
Cormick Powers

Senior Correctional Officer III, Special Investigations Unit

Corey Dever
Leonardo Jorge
Stephen D’Apolito



New Sergeant Max Munyanya with Sheriff Coppinger



Sheriff Coppinger congratulates new Lieutenant Melissa Leonard.

Congratulations!

Pictured L to R: In 2024, Records Clerk Julia Kennedy joined our ECPRC team; Brittany Feldman was promoted to Food Service Director; Vicki Barry was promoted to Director of Work Release; And Kerri Patterson became our Director of Civil Process.



We extend our Best Wishes to the 17 employees who retired in 2024:

David Burnham
Mark Chaklos
Robyn Clarke
Thomas Cote
Richard Desforge
Thomas Francesconi
John Griffith
Lynne Hansen
Lauren Iannelli

Richard Jeffery
John Magulas
Edward Melanson
Lynne Osborne
Corey Peabody
Keith Reppucci
Anthony Turco
James Ward



Welcome New Officers!

We welcomed two new groups of officers to the Essex County Sheriff's Department in 2024. Their hard work, diligence, and commitment brought them through their long weeks of training in order to begin their work as Correctional Officers with us.

Basic Training Academy 24-01

Juan Colon
Tatiana Concepcion
Jarianny Ferreira
Clinton Fobellah
Keyanni Jordan
Jean Laramé
Christopher Legendre
Joshua Mora
Jordany Volquez

Class Motto: "Do Your Best!"



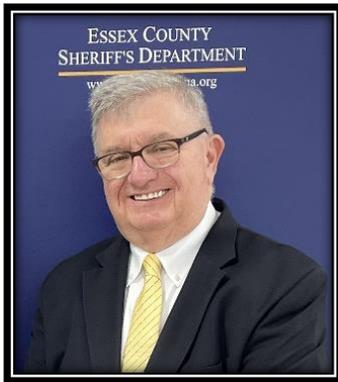
Basic Training Academy 24-02

| | |
|----------------------|----------------------|
| Luis Acosta | Louis McNulty |
| Andrew Aculina | Jesse Pellizzaro |
| Michael Borba | Sean Roach |
| Dylan Campbell | Yan Carlos Rodriguez |
| Paulo Ferreira | Colin Saul |
| Geraldo Diaz | Mackenson Surin |
| David Ellis | Juan Taveras |
| Joshua Fales | Christopher Terrio |
| Joshua Graciani | Andre Thomas |
| Antonio Hetherman | Tyler Windt |
| Gustavo Lopez | Brandon Yemma |
| Kenneth Lopez Bamaca | Carlos Zelaya |

Class Motto: "Work Hard!"



Training & Staff Development



Director of Training & Staff Development Assistant Superintendent Robert J. Ferullo, (pictured left) is a well-respected leader with 40-plus years in law enforcement and public safety training. A.S. Ferullo prides himself on providing forward-looking training for all staff, volunteers, interns, and vendors.

The Training Division continues to build on our online Training Platform ACADIS to provide access to in-service and specialized training. Assistant Director of Training Jason Frampton (pictured below right) plays a pivotal role in developing the structure, design, and organizational management all training programs.

Assistant Director Frampton (pictured right) is Peace Officer Standards and Training (POST) certified and serves as the lead Firearms and Use of Force instructor. A.D. Frampton is certified in multiple disciplines through the Massachusetts Sheriffs' Association (MSA) and Municipal Police Training Committee (MPTC). He is also a Federal Law Enforcement Training Centers (FLETC) trained Use of Force instructor, Spontaneous Protection Enabling Accelerated Response (SPEAR) instructor and holds certifications in CPR, First Responder, and Tactical Medical.



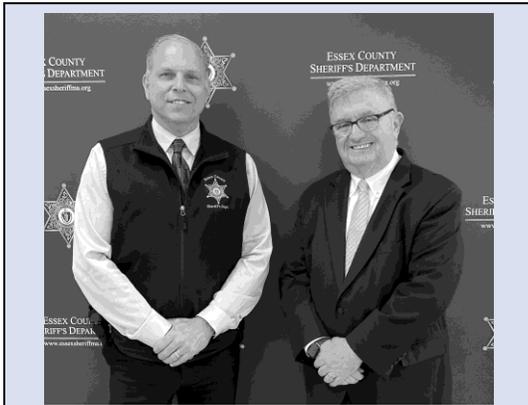
Seasoned members of the Training and Staff Development Division (below, left, L to R): Sergeants Craig Koulopoulos, George Arauz, and Jonathan Credit were happy to welcome newcomer Training Clerk Gerald Mohan, Jr. (below right).



***“ When you’re under pressure, you don’t raise to the occasion
– You sink to the level of your training.”***

- U.S. Navy Seals

Director Ferullo Brings Education, Experience, and Understanding to His Position



Director of Training & Staff Development
A. S. Robert Ferullo (R) with Office of
Professional Standards Supt. John Grella

Robert “Bob” Ferullo became ECSD’s Director of Training & Staff Development, Assistant Superintendent in 2024. Prior to joining ECSD, Director Ferullo served on the Woburn Police Department, seven as Chief. He was also an instructor and later the Executive Director of Municipal Police Training Committee (MPTC).

In addition to his impressive law enforcement background, Director Ferullo holds a Bachelor of Science Degree in Business Administration from Northeastern University, is a graduate of Suffolk University Law School and, a member of the Massachusetts Bar.

“He’s a great resource – Plugged into the needs of law enforcement from his experience in Woburn and MPTC. From employee wellness, to use of force, to de-escalation skills, he is well versed. You’re lucky to have him.”

- Peabody Police Chief Thomas Griffin

Basic Training Academy



The Basic Training Academy is led by Academy Director Allisson Hernandez (pictured left) and her team of Drill Instructors. The Drill Instructor (DI) position is a temporary bid assignment in which selected Correctional Officers and Sergeants complete a two-year cycle at the Basic Training Academy. DIs are teachers, mentors, and motivators. They participate in physical fitness activities,

lead classroom instruction, and provide encouragement and support to Academy recruits. The DIs share their work experience and knowledge with recruits as they work diligently to prepare the recruits for the demanding role of Correctional Officer.



Defensive Tactics training

The ECSO Basic Training Academy Drill Instructors in 2024 (pictured L to R) were: Sergeant Charles Ober (Senior Drill Instructor), Sergeant Danielle Petroni, Sergeant Bret Graham, and Officer Timothy McElhinney



Some of the areas the comprehensive training program includes are:

- CPR/1st Responder
- Use of Force/Defensive Tactics
- Firearms Qualification
- De-escalation skills
- Cultural Diversity
- Mental Health First Aid
- Report Writing
- Suicide Prevention



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

Training Division Highlights

- Facilitated Basic Training Academy Classes: 24-01 and 24-02
- Gerald Mohan, Jr. hired as a new Training Clerk
- Sergeant Danielle Petroni and Officer Timothy McElhinney hired as Drill Instructors
- 14 staff certified as MPTC Pistol Instructors
- 10 staff certified as MPTC Pistol Mounted Optics Instructors
- Facilitated 24-hour Frontline Leadership Seminar (FLS) Training
- Facilitated 32-hour Middle Management Leadership Seminar (MMLS) Training

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 40 hours Orientation for new employees, vendors, volunteers, and interns
- Conduct Firearms Training and Qualification
- Oversee Employee Physical Fitness Test, implementing new standards
- Administer the Sheriff's Youth Leadership Academy
- Administer the Basic Training Academy
- Oversee the Training Advisory Committee
- Assist in the hiring process for Correctional Officers
- Oversee the Field Training Officer (FTO) Program
- Participate in the Massachusetts Sheriffs' Association Education and Training Committee meetings
- Facilitate Bridge Academy Enrollment and Practical Training
- Facilitate "Chapter 37" Training addressing duties of a Deputy Sheriff



Pictured left: Sgt. William Trelegan of Burlington PD teaches Constitutional Law to ECSD officers as part of their Deputy Sheriff Training.

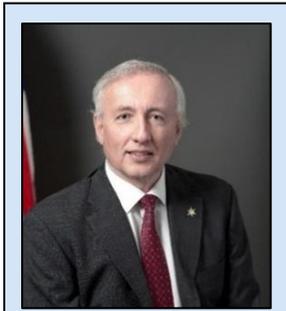
At right, Sheriff Coppinger swears in Deputy Sheriffs (L to R): Officer Rafael Martinez, Captain Richard Ferrari, and Officer Carlos Ocasio.



2024 Statistics

- Training provided for over 600 employees
- Training provided for over 300 new vendors, volunteers, and interns
- 219 staff trained at Middlesex Sheriff's Office Use of Force Trailer
- 33 recruits graduated from Basic Training Academies
- 284 staff passed the annual employee physical fitness incentive test
- 490 youth participated in the Essex County Sheriff's Department Youth Leadership Academy

Internal Affairs Division



David T. Tobin
Superintendent, IAD

Mission Statement

The Mission of the Internal Affairs Division (IAD) is to support the department in safeguarding the public’s trust and those in custody by conducting thorough, impartial and objective investigations into allegations of misconduct, and ethical violations. IAD investigates noncompliance with the department’s *Post Orders, Employee Handbook, department Training, Policies, and Procedures, Code of Massachusetts Regulations (CMRs)* and the Rule of Law.

Led by Superintendent David T. Tobin, IAD is independent and impartial in its work product and is a “Checks and Balance” for the department. IAD encourages a team spirit within the department and fosters a culture of accountability. IAD is committed to promoting transparency, as well as maintaining the highest standards of integrity and professionalism within the Essex County Sheriff’s Department. IAD is committed to the department’s values of Honesty, Integrity, and Respect. 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.

Staffing:

- Superintendent David T. Tobin
- Assistant Superintendent Joseph D. Magnarelli
- Investigator Lauren S. Iannelli
- Investigator David J. Wentzell
- Investigator Leonard E. Desmarais
- Investigator Thomas N. Reddy
- Investigator David A. Earle

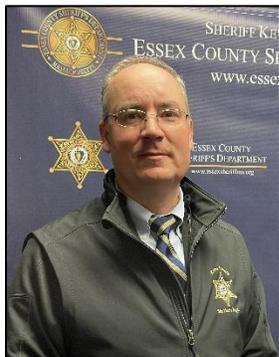
IAD Philosophy

IAD strives to maintain a rewarding and productive work environment where all IAD staff are respected for their knowledge and experience and recognized for their contributions. IAD practices a team dynamic centered on communication and respect. IAD staff remain committed to working collaboratively with all of the divisions of the Essex County Sheriff’s Department in order to support the department’s philosophy and goals.

The summary in Table 6 represents IAD’s workload for the year 2024.

| Table 6: 2024 IAD Duties Initiated | |
|--|--------------|
| | # of matters |
| Administrative Activity | 25 |
| Employment Background Investigations | 160 |
| Investigative Activity | 40 |
| IAD Contact Reviews | 213 |
| Department Identification Clearance Renewals | 13 |
| Law Enforcement Contact Reviews | 42 |
| Prisoner Rape Elimination Act (PREA) Promotional Reviews | 70 |
| Vendor Security Clearance Reviews | 118 |
| Essex County District Attorney’s Office Reviews | 42 |
| Five-Year PREA Reviews | 20 |
| Offender Management System (OMS) Updates | 79 |
| Total matters initiated by IAD | 822 |

Office of Inspections & Compliance



Assistant Superintendent Raymond Arcand (pictured left) oversees The Office of Inspections & Compliance (OIC). This division is responsible for reviewing policy language to ensure compliance with all federal, state, and local laws. In addition, OIC ensures compliance with the Americans with Disabilities Act (ADA), Prison Rape Elimination Act (PREA), as well as standards from the American Correctional Association (ACA) and the Department of Correction (DOC). OIC is responsible for both state and federal audits at the Middleton, ECPRC, and WIT facilities.

Audits performed in 2024 and the results

The Massachusetts Department of Corrections (DOC) Cycle Four audit was completed in December 2024, with all assessed standards in compliance.

The American Correctional Association (ACA) audit was completed in the fall of 2024, with ECSD achieving a score of 98.9%. ECSD received the highly coveted “Accreditation” rating, valid until October 2027. It should be noted that ECSD has maintained its ACA accreditation since Sheriff Kevin F. Coppinger took office in 2018.

“When conducted regularly, inspections and compliance audits can not only reveal areas for improvement, but can also be a way to acknowledge staff’s exceptional work and adherence to policy.”

- Director of Inspections & Compliance Assistant Superintendent Raymond Arcand

2024 Highlights

In November 2024, ECSD received the new edition of ACA standards. The fifth edition contains approximately 50 new standards that we will implement soon. The Inspections and Compliance Division has initiated a review of all ECSD policies to begin the implementation of the new standards.

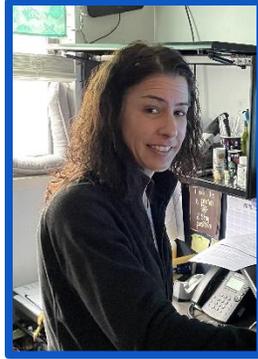
The Inspections and Compliance Division designed and executed the department’s first two “Tabletop Exercises” to practice emergency procedures for key staff. Conducted in June and September, one focused on a security issue, while the other focused on hurricane preparation. The exercises were well received by staff, and the feedback was very positive.

Lieutenant Karen Paluzzi, worked with our Environmental Health and Safety Officer Lieutenant Steven Wilkins to develop and implement a new block of instruction that focuses on compliance and audit issues for newly promoted Sergeants, Lieutenants, and Captains to help them with their professional development and nurture a “culture of compliance” within ECSD.

Personnel

- Raymond Arcand was hired as Assistant Superintendent, Director of Audit and Compliance
- Justina Cositore was promoted to Assistant Superintendent, Prison Rape Elimination Act/Suicide Prevention/Americans with Disabilities Coordinator
- Lauren Furlong was hired as Inspections and Compliance Clerk

OIC team members (L to R): A.S. Justina Cositore, Lt. Karen Paluzzi, and Clerk Lauren Furlong



Prison Rape Elimination Act (PREA)

ECSD continues to work closely with the US Department of Justice (DOJ), Office of Justice Programs (OJP), and Bureau of Justice Assistance (BJA) on the Implementation of PREA Standards, Protecting Inmates and Safeguarding Communities Program (PREA Grant) received in 2020.

A.S. Cositore works collaboratively with front-line staff and management team members to help process PREA allegations in an efficient manner while ensuring compliance with the PREA standards. A.S. Cositore conducts PREA assessments with each inmate to ensure they remain free from all forms of sexual assault and harassment while under ECSD care, custody, and control.

ECSD Hosts PREA Training

Prior to his promotion, Assistant Director of IAD, Joseph Magnarelli was our PREA Coordinator. At that time, he began working on a three-day training covering specialized investigation related to PREA. Although he moved to IAD, A.S. Magnarelli ensured the training took place. Held in February 2024 at our Middleton facility, it was attended by staff from agencies across Massachusetts as well as New York and New Hampshire. The training was very informative and well received by attendees. In addition to our new Special Investigations Director Glen Coletti and new PREA Coordinator Justina Cositore, several ECSD Investigators attended this valuable training.

Pictured (L to R): A.S. Joseph Magnarelli; Lt. Justin Gatti of Munroe County Sheriff's Department, NY and ECSD's Cpt. Benjamin Roberge; Instructors Christian Nunez and Cari Gerlicher.



Employee Wellness



The Wellness Program, under the leadership of David Fielding as Health and Wellness Coordinator (pictured left) has experienced significant growth and impact throughout 2024. The program has expanded its reach and effectiveness through multiple initiatives, most notably through the monthly Health and Wellness Newsletter which reaches all staff members. This comprehensive communication provides crucial information about wellness resources, nutrition, fitness, and mental health support, driving a remarkable 280% increase in the *Cordico Wellness* app utilization, with 13% of staff now using it monthly.

David also works with individuals coaching them on fitness, nutrition, sleep and referring them to mental health resources or other services if needed. Over the course of the year, he expanded employee access to supportive programs. Several innovative programs were launched in 2024-2025, including a recent *Wellness Challenge* featuring 30 days of engaging health content, Retirement Readiness Seminars for senior staff members, Financial Wellness training for recruits in collaboration with the Massachusetts SMART Plan (the retirement plan for state employees), and a Mindful Leadership curriculum for newly appointed Lieutenants and Captains.

Throughout the year, the program delivered over 20 comprehensive Health and Wellness training sessions during in-service training, covering essential topics such as nutrition, fitness, sleep hygiene, and mental health. Regular site visits were conducted at multiple facilities including ECPRC, STAR-Lawrence, STAR-Lynn, WIT, and our Basic Training Academy, providing on-site wellness support and education. The program's effectiveness has been enhanced by David's completion of a Master of Science in Health Promotion and Management, specializing in chronic diseases and illnesses facing law enforcement and Correctional Officer populations.

Under David's leadership the Peer Support Program has experienced substantial growth, expanding to 33 certified members trained in Critical Incident Stress Management (CISM). The team's capabilities were further strengthened through specialized training, including Trauma- Informed instruction. We had nine employees complete Recovery Coach training and 15 completed Safe Talk Suicide awareness training.

A word about David Fielding

David is a former U.S. Army Green Beret, a graduate of Norwich University, and dedicated CrossFit athlete. He brings positive energy to ECSD every day. He is focused on improving the quality of life for his fellow ECSD employees...one employee at a time.

Stay Fit

Squatting is Better Than Walking?
 Is our health and wellness class talk about the importance of moving throughout the day. We hope that our bodies respond in order to ease to the various conditions that we live in and avoid the negative effects of being sedentary. These small fitness breaks are very beneficial to our overall health. A study from 2022 compared the effectiveness of body weight squats versus walking on blood sugar levels and glucose reduction in sedentary individuals. The research revealed that both exercises had positive effects, but in different ways. While walking was effective at reducing blood sugar over a 20-minute period, squatting produced faster results and improved the body's efficiency in processing sugar, thereby only taking a few minutes to complete.

Magnesium Deficiency?
 Magnesium deficiency affects up to 50% of adults in the US. Common symptoms include muscle cramps, fatigue, anxiety, and irregular heart rhythms. This essential mineral plays a central role in over 300 enzymatic reactions in the body, affecting everything from nerve function to bone health.

Key takeaways if you are pressed for time, or limited in resources throughout your shift, squating is a great way to counteract the negative effects of sitting.

Lunch and Checkup Salad
 Scan the QR code to see the recipe and more information.

CompEAP
 1-800-344-1011

Dave Fielding's monthly newsletter, *StayFit* has been very helpful to employees.

Peer Support and Employee Assistance

Peer Support Team



Formed in 2018, the team currently consists of 33 CISM-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 (CISM)

Five of our employees are also part of the North Shore CISM team. This team 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. Much of our training is provided by the International Critical Incident Stress Foundation, Inc. (ICISF).



Northeastern Massachusetts Law Enforcement Council (NEMLEC) CISM Team

These same five employees from the North Shore CISM team are also members of the NEMLEC CISM team, which assists law enforcement agencies throughout Northeastern Massachusetts.



Employee Assistance Program (EAP)

ECSD has contracted with CompEAP to provide a diverse range of programs for employees who may be struggling with issues such as alcohol/drug abuse, financial challenges, domestic/marital/probate problems, elder concerns, or requesting mental health counseling.



Pictured right are North Shore/NEMLEC CISM Team Leader Captain Ashley Sanborn of the Danvers Police Department and team member ECSD's Superintendent of the Office of Professional Standards John Grella.



Operations

As the department's Chief Operating Officer, Special Sheriff William Gerke oversees the department's three correctional facilities, Civil Process, STAR offices, and Operations.

Strategic Planning & Policy



Superintendent Barbara Maher (pictured left) is the department's Strategic Planning & Policy Director. She has served ECSD for almost 30 years.

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, executing department projects as well as annual specialty reporting for ECSD to the Massachusetts Sheriffs' Association (MSA).

2024 Highlights

Grant Funding

Assistant Superintendent Leah Harrington works tirelessly as our Grant Administrator to apply for and manage grants annually to support critical recovery and re-entry initiatives, programs, and community-based services upon release. Among the many programs for which A.S. Harrington secured funds in 2024 were cybersecurity and a comfort dog.

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, X (Twitter), Instagram, and LinkedIn. Gretchen also works closely with Training in recruitment efforts via marketing plans and various electronic platforms. In 2024, Gretchen undertook several projects to promote ECSD, including a new website, which will launch in 2025.

Research & Statistics

Assistant Superintendent Maurice Pratt leads the Research & Statistics Division. This team produces detailed and comprehensive reports, studies, and audits as well as scheduled reports and requested research. It also assists the Grant Funding Division with evidence-based data collection as required by federal and state grants. In 2024, A.S. Pratt continued to work with Massachusetts Sheriffs' Association (MSA) and Executive Office of Public Safety and Security (EOPSS) to implement a public website that shares data on inmate demographics and recidivism.

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 experience connected to their studies. Internships often lead to opportunities for full-time jobs.

101 Correctional Funding Commission

As a result of the 101 Correctional Funding Commission's work in recent years, ECSD has been working closely with the Massachusetts Sheriffs Association to standardize multiple quarterly and annual reporting requirements. These reports include data related to pre-trial and sentenced incarceration, recidivism, training, goods and services provided, commissary, inmate communications, inventory of programs, grants, and budget matters. These reports are shared with the Executive Office of Public Safety and Security (EOPSS), the Department of Correction (DOC), House and Senate Committees on Ways and Means, and state legislators.

Grant Funding



Grant Administrator Assistant Superintendent Leah Harrington (pictured left) 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 Programs, Security, Executive Administration, Superintendents as well as contracted vendors to serve as subject matter experts within their area of the department. Strategic Planning is accomplished through this committee to enhance the mission of ECSD.

For all grants received, the Grants Office monitors reporting, compliance, implementation, and close out. Funds are used to address the department's re-entry efforts, the ongoing opioid epidemic, as well as other vital inmate or employee-related areas.

The 2024 highlight was the \$110,138 Commonwealth of Massachusetts, Executive Office of Public Safety and Security, State Share Security Cybersecurity Grant award. This competitive state funding will provide the necessary resources to develop a cybersecurity Incident Response Plan and execute table-top exercises to ensure plan effectiveness.



MA Executive Office of Public Safety and Security (EOPSS) awarded the Department, Homeland Security Division, State Share Cybersecurity Grant Program, \$110,138

Development of a written cybersecurity Incident Response Plan for ECSD. Provide tabletop exercises (TTX) involving cross-functional staff members, including senior leadership, of the applicant to exercise, test, and refine written cyber incident response plans.

MA Executive Office of Public Safety and Security (EOPSS) awarded the Department Residential Substance Abuse Treatment: \$30,000

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



Our thanks to our SAMSHA Grant with Volunteers of America, the department was able to welcome the beloved comfort dog “Pasky” as part of our wellness initiative!

The Essex County Outreach awarded two grants in 2024,
\$5,000, to run the *Comfort Dog Convention*, a collaborative training course for all comfort dogs and handlers in Essex County, led by Captain Laura Dow.
\$25,000, to support the Youth Leadership Academy internship program.

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 one of three: \$550,000

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.



Department of Justice (DOJ) Office of Justice Programs Community Oriented Policing Services (COPS) – FY2022 Law Enforcement Mental Health and Wellness Act Program, year three of three: \$175,000

The ECSD Wellness Initiative enhances training and support services focused on officer emotional, 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 inmates to establish a full continuum of care, including “wrap-around services,” with the overall goal of reducing recidivism and providing individuals the tools to be productive members of society. In collaboration with the courts, Probation, Parole, the District Attorney’s Office, and Defense Counsel, the program will receive referrals to enhance participant success through conditions of the court, Probation, and Parole.



Department of Health and Human Services (DHHS) (SAMHSA), for the Medications for C – Prescription Drug and Opioid Addiction (MOUD-PDOA) year four of five: \$2.625 million

The Essex Medication Re-Entry Grant Expansion (EMRGE) will serve 950 clients over the course of the grant award. EMERGE continues to address the growing need to expand and enhance Medications for Opioid Use Disorder (MOUD) and other recovery support services for inmates. Program goals include increased capacity in Essex County to provide a continuum of Prescription Drug and Opioid Addiction (PDOA) services, expanded MOUD, comprehensive psychosocial services, and 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, (SAMSHA), 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), addresses the growing need to expand and enhance Medications for Opioid Use Disorder (MOUD) and other recovery support services for inmates with opioid use disorders.



Partners include:

- Volunteers of America providing case management
- Police Assisted Addiction & Recovery Initiative (PAARI) providing mentoring
- Advocates for Human Potential providing performance assessment and program evaluation

Department of Justice (DOJ) Office of Justice Programs (OJP) Bureau of Justice Assistance (BJA) Prison Rape Elimination Act (PREA) Implementation – FY2020 Implementing PREA Standards, Protecting Inmates, and Safeguarding Communities, year four of four: \$250,000

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

Department of Justice (DOJ) Office of Justice Programs (OJP) Bureau of Justice Assistance (BJA) - FY2020 Improving Re-Entry for Adults with Substance Use Disorders Program, year four 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 partners 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.

The Department of Justice (DOJ) Office of Justice Programs (OJP) Bureau of Justice Assistance (BJA) - FY2020 Comprehensive Opioid, Stimulant, and Substance Abuse Site-based Program (COSSAP), year four of four: \$1.2 million

To fund our Essex Medication Assisted Treatment Recovery Project (EMATRP). ECSD is expanding and enhancing our current MOUD 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. serve as the evaluators for the project.

MA Department of Elementary and Secondary Education, Perkins: \$64,100

A partnership with the Essex North Shore Technical School to implement a Hardscape Program in which inmates receive an industry recognized credential. Inmates also receive a Job Readiness certificate from Northern Essex Community College and OSHA-30 certification.

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

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



L to R: Grant Administrator A.S. Leah Harrington, ECPRC Dir. of Programming A.S. Krystina McFarland, Hardscape Instructor Dave Collins, and ECPRC Supt. Heidi Mora

MA Department of Elementary and Secondary Education, HiSET: \$4,884

Technology for inmates to take their HiSET high school equivalency exams.

Pictured right: A.S. Jason Faro with some of our 2024 HiSet graduates.



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 opportunity, ECSD had two staff certified from the Policy Research Associates (PRA) Institute as Train-the Trainers in Trauma Informed Care Response.



New England High Intensity Drug Trafficking Area (NEHIDTA), Essex County Youth Leadership Academy (YLA): \$88,000



ECSD partners with New England HIDTA to fund our Youth Leadership Academy. YLA serves approximately 500 youth in Essex County, ages eight to 14 years old. 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, among other topics, the dangers of illicit drug use, gang involvement, anger management, bullying, and ethics. ECSD's YLA is the only "camp" of its kind in the county, that offers the prevention and education activities, transportation, and team building activities free of charge to the cadets and their families.



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 its battles with opioid addictions for wrap around pre- and post-release services. MAT is now MOUD.
- 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 are provided pre- and post-release, including individual recovery support from any substance of use.

Communications

At the Essex County Sheriff's Department, we are incredibly proud of the work we do every day to make a difference in the lives of those in our care. Through partnerships with community organizations, we offer hundreds of programs designed to provide the skills, resources, and support needed for success after incarceration.

We love sharing the incredible stories of transformation happening within our facilities. From inspiring photos to powerful videos, you can see our work in action on our social media pages and website: www.essexsheriffma.org. Stay connected with us on **Facebook**, **Instagram**, **LinkedIn**, and **X** for the latest updates and success stories.

In 2024, we were honored to have WCVB's Erika Tarantal feature one of our remarkable success stories on *Chronicle*. Erika highlighted an inmate who, through Aramark's In2Work program, earned a college scholarship for his brother. The segment also shined a spotlight on our STAR program and its outstanding graduates who are making a fresh start.

Pictured right: Sheriff Copping is interviewed by Chronicle's Erika Tarantal.



We are also excited to announce that we are working on a **new website** to better showcase the impact of our programs! The updated site will be easier to navigate and packed with more information about the services we provide to help individuals build brighter futures.

Want to see firsthand how we're changing lives in Essex County? Follow us and stay engaged:

- Website: www.essexsheriffma.org
- Facebook: www.facebook.com/essexcountysheriffsdepartment
- X (Twitter): www.twitter.com/EssexSheriff
- Instagram: www.instagram.com/essexsheriff
- LinkedIn: www.linkedin.com/company/essexsheriff

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.

Assistant Superintendent Maurice Pratt is Director of Research and Statistics. He also fulfills these other roles:

- Member of the North Shore/Northeastern Massachusetts Law Enforcement Council (NEMLEC) Critical Incident Stress Management (CISM) team
- K-9 Review Board
- Use of Force Review Board
- Honor Guard
- Triad Director, working with Councils on Aging throughout Essex County

Responsabilités

- Conduct research and analysis to produce reports as well as ad hoc projects. Data to support grant applications, mandatory state and federal reporting requirements, as well as partnerships with educational, clinical, and law enforcement agencies.
- Present research findings, reports, and requested information to fellow employees, superiors, outside agencies, and the public.
- Serve as the 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.
- Conduct semi-annual Evidence audits.
- Produce ECSD's *Annual Report*.

2024 highlights included

- **Faith & Blue initiative** in October we partnered with local clergy to celebrate the partnership between ECSD, and all law enforcement, and faith-based organizations. In October, A.S. Pratt was recognized as Corrections Officer of the Year for his service to public safety and commitment to Catholic Faith.
- **Senior Scams presentation** tour with Supervisor Nancy Doherty of the Essex South Registry of Deeds.
- **Represent ECSD and serve on the MSA Data Governance Council** for the state-wide CJ360 Cross Tracking Project to create and maintain a public dashboard containing data relating to our inmate population and meet the Criminal Justice Reform reporting requirements.

We partner with organizations throughout Essex County to educate the public. A.S. Pratt gave several presentations on Senior Scams with Nancy Doherty of the Essex South Registry of Deeds (pictured left) as well as detailing the working of ECSD, as he did at the Marblehead Police Citizens Academy (pictured right).



Fiscal Services



CFO Kevin Sullivan

Throughout 2024, Kevin Sullivan (pictured left) was Chief Financial Officer (CFO), overseeing the Fiscal Services Division which includes Budgeting, Reporting, Procurement, Accounts Payable, Revenue, Contract Services, and Accountable Property, as well as our IT & Communications (ITC) Division, which is headed by Assistant Superintendent David Marescalchi.

In addition to handling all the fiscal transactions for the department, this unit assists with the processing of federal grants, mutual aid/police details, interdepartmental service agreements, and the Civil Process Division.

Personnel

“Fiscal” has a combined 175+ years of state service. This level of experience has enabled the staff to work together as a team to promote the objectives of ECSD to eliminate waste, fraud, and abuse to maintain an efficient and well-run operation. In addition to the CFO, the fiscal team includes five Budget staff, three Procurement/Contract staff, one Property Office, and four ITC staff.

The Fiscal Division works jointly with the Human Resources and Central Scheduling Divisions to provide Detail services. Details involve ECSD officers working with other law enforcement departments, public entities, and private companies, providing safety, security, and transportation of inmates as needed. In 2024, our Fiscal Division generated 925 invoices for details as follows:

- 471 Detail assignments to 15-plus communities
- 269 Detail assignments to 74 vendors
- 185 Detail assignments to the Department of Transportation for the general upkeep of state highways and facilities

Note that the number of Detail invoices generated by Fiscal (925) is different than the number of details worked (509, see “Details” in the *Centralized Scheduling* section). This is because each officer assigned to a detail “generates” an invoice. For instance, if one detail requires four officers, that would generate four invoices. Naturally, all four invoices would be combined, so only one bill would be submitted to the client.



L to R: Aramark Commissary Director Paul Carusso, CFO Kevin Sullivan, and Special Sheriff William Gerke. Aramark presented Kevin with a plaque in appreciation for being a valued partner.

The Budget Team

- The FY2024 base budget was approximately \$86MM
- Processed by the Accounts Payable team:
 - o Externally issued 3,719 payments to over 380 vendors from 12 funding sources
 - o Internally issued 87 payments to state agencies
 - o Processed 29 new vendors to the state-wide vendor system and updated 22 vendor profiles.



Table 7 illustrates that in FY2024, for every dollar spent, \$0.25 was for inmate healthcare and inmate program services.

| Table 7: FY2024 Spending for Healthcare and Inmate Services | | |
|---|---------------------|----------------------------|
| Service | Spending | % of Total Cost per Inmate |
| Healthcare Services | \$13,145,511 | 14% |
| Program Services (including Commissions) | \$9,852,012 | 11% |
| Total Health and Program Services | \$22,997,523 | 25% |

Procurement

Under the direction of Sarika Shrestha (pictured right) the Procurement Division ensures that all purchases for goods and services are conducted using the Best Value procurement method and according to departmental procedures, following state and federal regulations. This ensures an open, fair, and competitive procurement process and an efficient and transparent purchasing process. Through an open, fair, and competitive procurement process, the below were some of the big procurement wins for ESCD during 2024.



Procurement Director Sarika Shrestha passed the AutoCAD Essentials exam. AutoCAD software is used in two-dimensional drawing and editing. This means Director Shrestha can review rental space, construction projects, and proposed remodeling to ensure maximum efficiency and proper use of space. Such was the case when we needed to redesign our new Training Center to better align with our operational needs.

- **Replacement helmets for Tactical Team**
As part of our ongoing commitment to officer safety and operational efficiency, helmets used by the Tactical/Cell Extraction Team were replaced. The new helmets are compliant with updated safety standards and are designed to offer better protection during high-risk operations. This procurement ensures that team members have the necessary equipment to perform their duties safely, reducing the risk of injury and enhancing operational readiness.

- **Replacement of four K-9 vehicles**
The procurement of four new K-9 vehicles replaced aging units within the fleet, ensuring that the K-9 teams have reliable, modern transportation for their specialized work. These vehicles are equipped with the necessary infrastructure to support K-9 operations, including secure transport compartments, climate control, and other features essential for maintaining the health and safety of the dogs during field operations.
- **Hot topping of Vehicle sallyport and yard areas¹**
The hot topping of the sallyport and yard areas at the Middleton facility was carried out to improve the durability and safety of these high-traffic zones. The process involved resurfacing the areas with high-quality asphalt to prevent further deterioration and ensure that vehicles and personnel can move safely and efficiently in these operational zones. This upgrade also helps in maintaining the overall infrastructure of the facility.
- **Repair of pedestrian ramps¹**
Several ramps within the facility underwent repairs to address wear and tear, improve accessibility, and enhance safety standards. These repairs included resurfacing and reinforcing structures to ensure smooth and secure transitions for both personnel and equipment.
- **Installation of security podiums¹**
A new security podium was installed at 120 Unit to improve security monitoring and communication. Security podiums were designed to reinforce safety and streamline operations in correctional facilities, ultimately helping officers maintain control and order effectively.
- **Upgraded seclusion room built in Medical Housing Unit¹**
A padded seclusion room was constructed in the infirmary to provide a safe environment for inmates who may be a threat to themselves or others. This space is equipped with padded walls and other safety features to minimize the risk of injury while maintaining a secure setting. It is designed to handle individuals in distress or under heightened risk without compromising their safety.
- **Installation of shelves, desks, and mirrors in cells¹**
The shelves, desks, and mirrors were installed in the cells to provide inmates with essential functionality and convenience.
- **Duct cleaning services¹**
A duct cleaning service was engaged to maintain the facility's HVAC (Heating, Ventilation, and Air Conditioning) system. Regular duct cleaning ensures that air quality remains high and reduces the risk of contamination or health hazards within a building. This service helps to maintain the system's efficiency and longevity.
- **Camera project at the ECPRC²**
Through the competitive bidding process, a significant investment was made in the Camera Project at the Lawrence facility funded by the Department of Capital Management and Maintenance (DCAMM). This involved the installation of an advanced surveillance system to increase security and monitoring capabilities. The new cameras enhance visibility, provide detailed coverage of critical areas, and improve real-time monitoring to better safeguard the premises.
- **Drugloo instalation²**
A Drugloo was installed in ECPRC to assist in safe recovery of banned substances.

- **Furnishing ECPRC control rooms**

The control rooms at the ECPRC were fully furnished to improve operational functionality. This includes the installation of state-of-the-art equipment and ergonomic furniture that supports the personnel working in these critical areas. The upgrade enhances monitoring capabilities, response times, and overall work efficiency.

1) See *Facilities & Maintenance* section

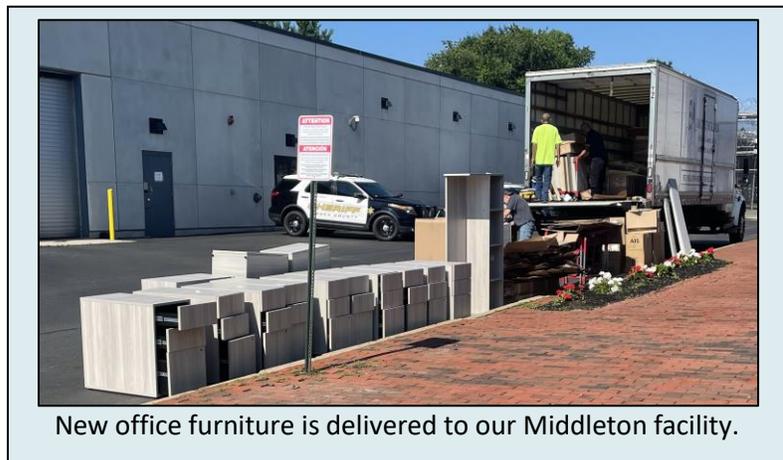
2) See “Facility Improvements” in the *Essex County Pre-Release & Re-Entry Center* section

Accountable Property Officer

William “Bill” Raynard (pictured right) provides guidance and training to staff on inventory control, surplus policy procedures, disposal of obsolete equipment, and records retention. He ensures compliance with state and correctional regulations regarding the records retention schedule of the Secretary of State. Some of the projects Bill worked on in 2024 were:



- Partnered with Trident Electronics Recycling to responsibly recycle 4,250 pounds of batteries, 72 computers, and 13 hard drives, ensuring proper disposal and environmental compliance.
- Removed and replaced furniture in Middleton’s Programs building.
- Stored 106 boxes of records for a total of 850 boxes, aligning with the Massachusetts Statewide Records Retention Schedule.
- Destroyed over 4,500 pounds of documents following the Records Conservation Boards schedule.
- Utilized the Massachusetts Operational Services Division auction procedures to auction off heavy equipment and machinery, so it could be repurposed.
- Worked with a private company to accept office furniture for future expansion of our MOUD Program.



New office furniture is delivered to our Middleton facility.



Contracts Management

Our Contract Management Liaison, Rosemary Bevins (pictured left) is charged with maximizing fiscal efficiencies between ECSD and its contracted vendors and ensuring contract compliance. This is accomplished through direct on-site 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.

2024 Highlights

We 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 MOUD Program.

Some of the accomplishments of our vendor partners this year were:

- Our Medical and MOUD/MAT contracts have been consistently staffed and continue to correctly support our population's medical and clinical needs. The medical contract will go out to bid in early 2025.
- Our Food Services Management has worked hard to ensure the correct staffing levels are maintained and increased purchasing efficiencies are implemented. Equipment upgrades were made to the kitchens in our three facilities.
- Educational, re-entry, and clinical services are ongoing at the STAR Program.
- Educational, re-entry, and clinical services have been consistently provided at the Middleton site and expanded at the ECPRC and the WIT.

Information Technology & Communications



Our IT & Communications (ITC) staff are resourceful and knowledgeable, serving our seven locations and meeting the needs of our staff and vendors' needs 24/7/365.

In 2024, in addition to daily duties, the ITC team was able to expand the technological capabilities of staff, vendors, and inmates by quickly installing pertinent services and equipment as needed during normal operations, off-shift, and immediate response in emergency situations.

In 2024, our Grant Funding Division secured a Cybersecurity Grant through the Homeland Security Division, State Share Cybersecurity Grant Program (see the *Grant Funding Division* section). This gave us the resources to create policy and provide training to initiate a disaster recovery/backup system to service and protect ECSD. In addition to training and backup systems, the grant provided funding for 20 laptops, servers, and backup recovery systems as well as accessories for use in cybersecurity training sessions and for disaster recovery if needed. ECSD was one of only two Sheriffs' Departments in the Commonwealth to receive the award.



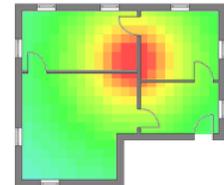
2024 Projects

- OMS 6.3 upgrade

Our Offender Management Systems (OMS) received a major upgrade that was the culmination of years of work performed by ITC staff and ECSD subject matter experts in cooperation with Executive Office of Technology Services and Security (EOTSS) and the Massachusetts Sheriffs' Association (MSA).



- **Inmate communications**
ITC staff and Assistant Superintendent Christine Arsenault worked with Securus staff on the creation of a tablet inventory and distribution tracking systems. In 2024, 3,735 tablets were issued to inmates.
 - **Upgraded inmate laptops and workstations**
Upgrades completed at all three facilities to meet the updated technical requirements for HiSET preparation and testing.
 - **Digital radio Infrastructure**
Finalized the network and technological infrastructure upgrades required for the new digital radio system that will be implemented early to mid-2025.
 - **Wi-Fi heatmapping**
Done to determine where ECSD needed more resources for future projects.
- Upgrades to network hardware and uninterrupted power supplies**
- Ongoing upgrades to hardware and power supplies, including battery backups for department closed-circuit television (CCTV) and door control system at our Middleton facility.
- **New Training Center and STAR location**
Worked with ECSD and DCAMM staff in the design of our future Training Center in Danvers and New STAR facility in Lynn.
 - **Cyber security backup**
System infrastructure upgrades for 2025 implementation.
 - **AFIS**
Implemented a grant-funded Automated Fingerprint Identification System (AFIS) at the ECPRC .
 - **Secondary employee ID system**
Allowing staff to obtain official ECSD identification cards at both our Middleton facility and the Training Center.



The ITC team works together as an integrated unit to efficiently produce results.

- Northeastern Massachusetts Law Enforcement Council (NEMLEC) members David Spinosa and Michael Griffin provide communications support for NEMLEC and maintain NEMLEC's communication vehicle.
- Assistant Superintendent Christine Arsenault is part of the Middleton Superintendent's Team and has been assigned as a Project Manager to work with ITC & 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 Justice Reform reporting requirements.

The table below shows the team and years of experience.

| Rank/Title | Staff | Years of State Service |
|---|---------------------|------------------------|
| Assistant Superintendent V/CIO | David Marescalchi | 31 |
| Systems Manager | Kosta Spanos | 31 |
| Communications Director/NEMLEC | David Spinosa | 24 |
| Assistant Superintendent I/Asst Dir. Of IT | Neil Turmenne | 26 |
| Senior Correctional Officer/IT Officer | Chris Warren | 32 |
| IT Technician/NEMLEC | Michael Griffin | 3 |
| Assistant Superintendent IV/Project Manager | Christine Arsenault | 24 |



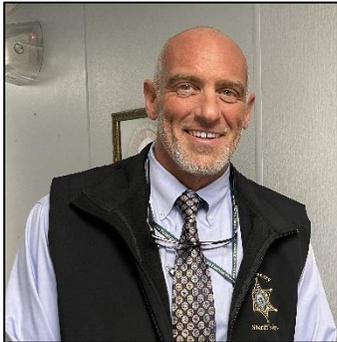
Systems Manager Kosta Spanos (pictured left) has been the driving force in ECSD’s collaboration with EOPSS and MSA in the “CJ360” Project. This involves EOPSS gathering data from agencies across the state and sharing it with the public by way of a website. From gathering vital information and preparing it for submission to conducting data validation and attending Zoom meetings, Kosta has led the way.

Upcoming/Ongoing Projects

- Digital radio upgrade implementation 2024 - 2025
- Disaster Backup Recovery System Grant for operations continuity 2024-2025
- New Training Facility Spring 2025
- New Lynn STAR Facility Spring 2025
- Guardian RFID Inmate ID System for inmate counts, movement, attendance and tracking needs 2025



Special Investigations



Led by Director of Special Investigations (SI) Assistant Superintendent Glen Coletti (pictured left), the unit investigates alleged criminal activity in the department. This includes assault, sexual assault, possession of contraband, and conspiracy to commit a crime. They also work on the interdiction of controlled substances, with an emphasis on curbing illicit narcotics entering the facilities. The SI Unit is supported by a National Guard Counter Drug and Intelligence Analyst assigned to work with ECSD.

In addition to investigations and the prosecution of crimes, the team focuses on gathering and sharing intelligence. Processing 2,099 issues in 2024 meant the utmost attention to detail, institutional knowledge, and professionalism. The team works closely with the District Attorneys in Essex and Middlesex Counties, Massachusetts State Police, DEA, FBI, ATF, and local police departments.

2024 Highlights

- Two SI staff members received the Meritorious Recognition Award from the Executive Office of Public Safety and Security (EOPSS). Assistant SI Director Assistant Superintendent Jonathan Campbell was recognized for saving an inmate with life-threatening injuries and Investigator Leonardo Jorge and K-9 partner Drago were recognized for locating a missing Essex County man who was experiencing suicidal ideations. Note that these ECSD employees performed these heroic actions in 2023, and the presentation ceremonies took place in 2024 (see the *Human Resources* section).
- Investigator Joseph Riley has taken over the evidence collection and control for the department and has worked with Internal Affairs and Research & Statistics to revamp the system.

Table 8 shows the vast scope of investigations handled by SI.

| Table 8: 2024 Security Investigation Statistics | |
|---|-------|
| Clearances | 1,124 |
| Inmate requests/assisting inmates | 217 |
| Non-criminal cases | 221 |
| Gang validations | 126 |
| Nicknames documented | 289 |
| Prison Rape Elimination Act (PREA) cases | 61 |
| Criminal cases | 61 |

Fleet, Logistics & Operations

How do you keep a correctional facility with over 800 inmates and hundreds of employees clean and operational all day...every day? AND, how do you unload, inventory, and track thousands of deliveries each year? AND, how do you maintain 122 vehicles, so they are road-ready 24/7/365?

The answer to each question is the same: You call on ECSD's Fleet, Logistics, and Operations (FLO) staff.



Assistant Superintendent Christopher Smith (pictured left), who has been with ECSD for over 34 years, runs the FLO Division. He and his staff provide a wide array of services. Whether it is fleet maintenance, ordering and providing necessary supplies, or managing the operational side of property management FLO staff gets it done.

Smith's go-to guy for maintaining the fleet is Officer Jeffery Cruz (pictured right), who oversees the daily operations of the department's garage. Officer Cruz has been with us for 16 years. 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 learning general vehicle maintenance.



2024 Highlights

- **Completed furnishing K-9 Unit with new vehicles**
All K-9 cruisers were replaced. The new cruisers are specially equipped SUVs. This replacement process took over three years and was completed in 2024.
- **Updated transportation vans**
Installed front-looking dash cams that are integrated with the existing onboard camera systems. Each van has a total of 16 cameras. In addition, the vans have been sprayed with an undercoating to extend the life of the body.
- **Fleet database**
A.S. Smith partnered with our IT & Communications staff to create a fleet database that tracks each vehicle and all maintenance performed.

Personnel

- Mechanic Tom MaGuire retired after 10 years of service.
- Officer Benjamin Manseau who serves as Logistics and Supply Management Officer is celebrating 18 years of service.
- Officer Theodore Nichols, who orchestrates the incoming and outgoing deliveries and maintains the supply needs is celebrating 25 years of service.

Some of the vehicles that were used in the 850,000+ miles our employees drove in 2024



Facilities & Maintenance



Facilities & Maintenance Director Jeffrey MaGuire (pictured left) and Assistant Director Jason Orsini (pictured right) oversee daily operations, and the many projects undertaken by their division. This dedicated staff are responsible for the care and maintenance of all department/state-owned property.



Middleton Facility Projects

- New 30-year PVC membrane roof and 12 new roof-top HVAC units on the 240 Building
- New elevated officers' podium installed in the 120B Unit to enhance officer safety
- New exterior fire doors on 120 Building and 60-Bed Unit
- New shower pans and plumbing installed in the 120 Building

- Voke Building has been brought up to the building code for a class 3 building, per Code of Massachusetts (CMR) "Use and Occupancy Classification." The project includes:
 - o Fire blocking and energy insulation foam
 - o Upgraded HVAC system
 - o New sewage draining
 - o Installing ADA-compliant showers and sinks, as well as new toilets, composite shower partitions, and shower valves
 - o All new sprinkler heads
 - o New doors and frames throughout the building
 - o New epoxy flooring throughout the first floor
 - o New electrical and security panel for door controls
 - o New door to access the roof
 - o New exit doors and accessible/wheelchair ramps to the recreation yards, Vokes 2 and 3
 - o New recreation yard for Voke 1, to include new fencing and gates
 - o New overhead door between Vokes 1 and 2, allowing the units to be joined as one unit if desired
- New roof, shingles, and trim installed on our pump house. The pumphouse brings water up the hill to our Middleton facility.
- New desks, shelves, and mirrors in cells
- New rubber epoxy floors in K-9 office, roll call room, control rooms, and ID area
- Painted and installed new lockers in all control rooms
- Professional duct cleaning performed in several areas
- New split HVAC system in roll call room
- Replaced Kitchen exterior door, Medical Housing Unit geriatric room door, and gym bathroom door
- Upgraded seclusion room built in Medical Housing Unit
- Hot topping of vehicle sallyport and yard areas

2024 projects include Overhead door between Vokes 1 and 2; accessible/wheelchair ramps; and an elevated officers' podium in the 120B Unit.

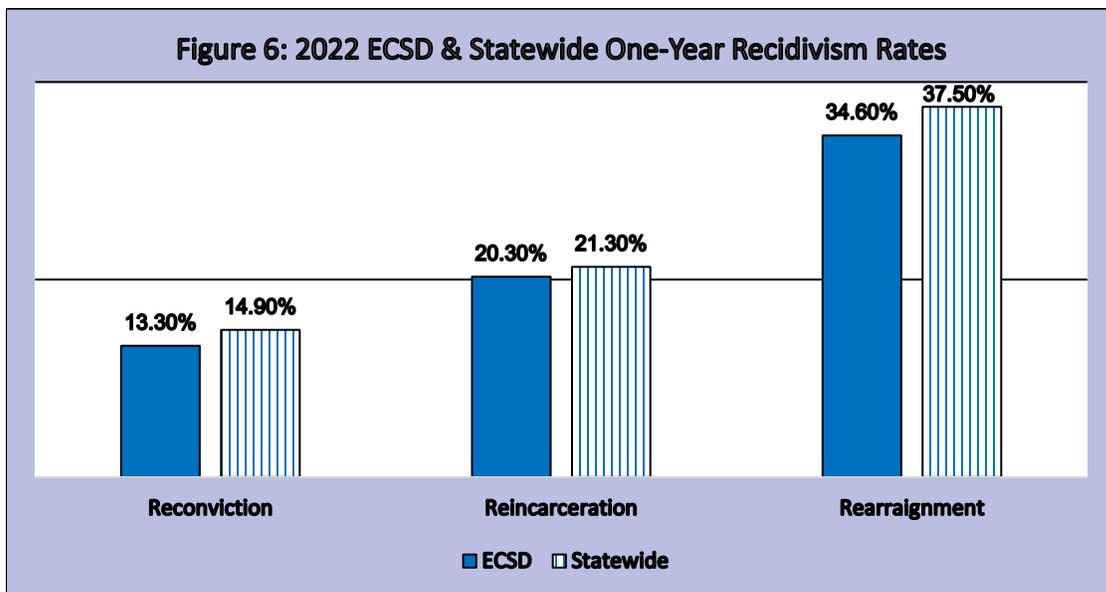


Inmate Focus

One-Year Recidivism Rates: 2022

As part of the 2018 Criminal Justice Reform Bill, the Executive Office of Public Safety and Security (EOPSS) tracks recidivism rates across criminal justice agencies in Massachusetts, using standard definitions. EOPSS reports One, two, and three-year recidivism rates using three categories of recidivism: reconviction, reincarceration, and rearraignment. The most recent year reported by EOPSS is 2022. Figure 6 below shows the three different types of recidivism for both ECSD and statewide. We are proud that, in each category, ECSD rates are lower than the statewide figures. To learn more about state recidivism rates, visit:

www.mass.gov/info-details/cross-tracking-system-recidivism



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, Lieutenant George Glynos (pictured right). The Grievance Officer thoroughly investigates all facts to determine the validity and nature of the grievance and 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 2,021 grievances submitted in 2024, 78 were approved, 206 were denied, 844 were resolved, and 893 were returned, withdrawn, or found invalid.

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. In November 2024, Sergeant Isaac Mercer (pictured left) took on the role of Disciplinary Officer. Sergeant Mercer 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 the 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 9 and 10 show the results of the 2,380 formal disciplinary cases heard and the 44 appeals in 2024.

| Table 9: 2024 Formal Disciplinary Action | |
|---|--------------|
| Disciplinary reports received | 2,380 |
| Found not guilty | 59 |
| Dismissed | 250 |
| Released | 138 |
| Found guilty | 1,905 |
| No action taken | 28 |

| Table 10: 2024 Appeals | |
|-------------------------------|-----------|
| Findings appealed | 44 |
| Approved | 1 |
| Denied | 39 |
| Modified | 4 |

Parole



Institutional Parole Officer (IPO) Sadie Landon (pictured left) supervises Transitional Parole Officer (TPO) Caitlyn Monat and Office Support Specialist (OSS) Stephanie Ruffo. While IPO Landon and TPO Monat have been at ECSD for almost two years, OSS Rufo joined Parole in 2024.

IPO Landon was previously a Parole Officer at Worcester County House of Correction and Souza Baranowski Correctional Center before her transfer here in March 2023. TPO Monat was previously a Parole Officer at MCI Concord/NECC before her transfer in November 2023. Sadie, Caitlyn, and Stephanie welcome any and all questions regarding parole and can be reached by phone, email, or by stopping by their offices in Upper Programs.

Parole is an ever-changing being, and the staff are here to help assist all inmates and ECSD staff with any questions or concerns that arise during the process. By having Parole Officers in each of our three facilities, inmates can 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



Table 11 illustrates Parole’s success with ECSD inmates.

| Table 11: 2024 ECSD Inmates Seen by Parole | | | | |
|--|-----------|-------|-----|-------|
| | Middleton | ECPRC | WIT | Total |
| Saw Parole Board | 235 | 100 | 14 | 349 |
| Received Parole ¹ | 162 | 86 | 14 | 262 |
| Got Released ² | 101 | 85 | 15 | 201 |

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

- 1) This number only captures those who saw Parole Board and received a positive vote from the Parole Board.
- 2) The "Got Released" number includes those who were released on Mandatory or Medical Parole as well. In 2024, there were three mandatory releases from ECSD. There are other reasons why “Got Released” from a particular institution is not exactly a subset of those who “Saw Parole Board” at that institution and “Received Parole”:
 - Some inmates will not have a hearing but will be released as a mandatory or medical release by the Department of Correction. Note there were no such releases from ECSD in 2024.
 - 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” could come from hearings held in the same institution in prior year(s).
 - Some inmates might have their hearing held at the Central Natick Office (instead of the facility in which they are residing).

Food Service

Aramark provides the department’s food service and inmate commissary. In 2024, our three facilities had a combined average daily population of 955 in-custody inmates (i.e., not including those on the Electronic Monitoring Program). This means the Aramark team prepared approximately 1,045,725 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.

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 offers In2Work graduates and their family members an opportunity to apply for a \$2,500/year scholarship to continue or start their education. Aramark is a *second-chance employer*, dedicated to hiring former inmates.

Read about inmate Matthew and his In2Work success story in “Clinical, Education, Career Training, and Programs” in the *Essex County Pre-Release & Re-Entry Center* section, or go to:

www.wcvb.com/article/5-for-good-training-and-scholarship-program-helps-local-inmates-prepare-for-reentry/62830085

iCare

This innovative program allows individuals to order special meals for loved ones incarcerated with us. Each meal is specially prepared for the inmate.

Aramark’s Soto and ECPRC’s Laubner work to provide healthy meals for inmates

Retired ECSD Sergeant Dennis Laubner oversees the working farm at the ECPRC (see “Inmates Work to Provide for Others” in the *Essex County Pre-Release & Re-Entry Center* section). In 2024, Dennis and his inmate crew provided fresh vegetables for our three facilities, and Aramark staff worked to prepare them for inmates. A special thanks to Aramark’s Yvonne Soto who supervised the preparation of over **8,500 pounds** of fresh produce for ECPRC and WIT inmates.

Hardworking team members (L to R): ECSD’s Food Service Director Brittany Feldman (with Sheriff Coppinger), Aramark Commissary Director Paul Carusso, and Aramark Canteen Bookkeeper Toni Ayala (L) and Aramark Inmate Account Manager Cathy Neenan.



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, in 2024 approximately nine inmates per month received bail assistance from the Massachusetts Bail Fund. In 2024, the Bail Fund posted bail for 107 ECSD inmates, 77 of whom were released to the street as a result. Learn more about the Massachusetts Bail Fund at: www.massbailfund.org

Post-Release Follow-Up



In his current role as Corrections Specialist, retired ECSD Sergeant Dennis Laubner (pictured left) reaches out to former inmates to see how they are dealing with life after incarceration. Dennis asks each inmate a few standard questions and asks if they need assistance.

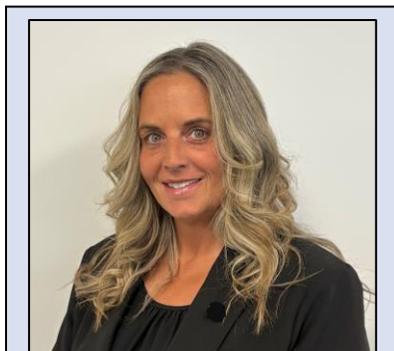
In 2024, Dennis reached out to 121 former inmates. He connected with 90, or 74%, of them. Of the individuals Dennis spoke with, 61 (68%) stated they were working, and four (4%) were disabled. Fifty (56%) stated they were in substance/alcohol counseling or treatment. Upon their release, inmates received cell phones through Behavioral Health for Justice Involved Individuals (BH-JI), which helped Sergeant Laubner in his post-release contact efforts.

“In the course of making these calls, I get the chance to interact with family members, be it a parent, grandparent, spouse, or sibling. The people I speak with are very appreciative for the support we give their loved ones and the knowledge that we are here to help with their re-entry needs.”

- Corrections Specialist Dennis Laubner on why he makes follow-up calls

Serving the Community

Civil Process



Director of Civil Process
Assistant Superintendent
Kerri Patterson

In 2024, the Civil Process Division experienced both significant change and growth. The division faced a major loss with the retirement of Robyn Clarke after 32 years of dedicated service to the Essex County Sheriff's Department. Robyn was an instrumental part of the team, and the Civil Process Division was truly "her baby." Her leadership and expertise will be greatly missed.

The division has also seen exciting additions and transitions. Kerri Patterson was promoted to Director of Civil Process, Assistant Superintendent VI, stepping seamlessly into her new role after serving as Assistant Director under Robyn's leadership



for four years. Caroline Siebert (pictured right) previously the Office Manager, was promoted to Assistant Director of Civil Process, bringing her extensive knowledge of Civil Law to the forefront as a valuable asset to the team.

Additionally, Kaylyn Pesaturo (pictured below) who interned with the division while attending Endicott College, joined the Civil Process team as a full-time employee in 2024. Kaylyn's deep understanding and knowledge of the division will make her a great addition to the team.



Despite the changes, the Civil Process Division had a highly productive year. Staff served over 14,000 court documents, including summonses, complaints, subpoenas, physical arrests, and seizures. The team also provided personal assistance to approximately 4,400 customers through the Salem and Lawrence offices. In addition to their service, the division generated \$712,918 in revenue, marking an 11.59% increase over the previous year.

The Enforcement Team also saw notable success, effectuating 118 evictions, 153 physical arrests, and 30 seizures of personal property. This dedicated team is comprised of full-time Deputies Paul Atkinson, Junior Encarnacion, Kerri Patterson, and three part-time *Peace Officer Standards and Training* (POST) certified commissioned Enforcement Deputies: Michael Bowden, Michael Cooney, and Thomas Minghella.



Civil Process Division stalwarts Deputy Paul Atkinson (L) and Junior Encarnacion



As we reflect on the year, we also want to express our sincere gratitude for the outstanding contributions of our part-time serving deputies. Their dedication and professionalism play a crucial role in the success of our operations throughout Essex County. These deputies continue to go above and beyond in service of legal documents throughout Essex County. Their commitment to excellence has not gone unnoticed, and we are truly grateful for their hard work, flexibility, and unwavering support. They are an integral part of our team, and we look forward to continuing our work together in the coming year.



Victim Services

Records Clerk Shane Brown oversees our Victim Services Unit. The 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:
 - Offender final release from incarceration
 - Offender transfer to a lower security facility
 - Offender transfer to another facility
 - Offender escape
 - Offender deceased
- Safety planning and crisis intervention
- Advocacy for victims working with other agencies
- Address Confidentiality Program

The Criminal Records Division 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.

2024 Highlights

- Notifications were made to approximately 277 certified victims throughout the year.
- 181 offenders with certified victims were newly incarcerated throughout the year (some offenders had more than one incarceration and have since been released).
- 90 active offenders were being held as of 12/31/2024.
- Total offenders with certified victims held in 2024 was 271 (181 newly housed offenders in addition to the 90 offenders who were still actively being held from 2023).
- While offenders usually have between one and six victims, some have more.

Legal & Legislative Affairs

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

Youth Leadership Academy

The Youth Leadership Academy (YLA) provides a structured youth diversion program for at-risk adolescents eight to 14 years of age by providing the necessary skills and tools to enable them to contribute to their communities by example as proactive and positive citizens.

Youth Leadership Academy 2024 was held June 24 through August 16, at 100% capacity through the generosity of the Essex County Sheriff's Department and a grant from High Intensity Drug Trafficking Area (HIDTA). We served 490 participants from the 34 communities in Essex County, with no cost to attendees.



Each one-week group was filled with educational programs and field trips, as well as fun and games. This well-structured and disciplined program uses a wide variety of games and team-building activities which help develop teamwork and cooperation. Participants are challenged both physically and mentally. Safety is a high priority for all our participants. Congratulations and thank you to the staff at the Youth Leadership Academy for all their hard work.

Each year the caliber of professionalism the staff exhibit reflects the training they receive. Training has evolved over the years because of the increase in social influences, peer pressure, and other collective dynamics that our young people face daily. YLA staff have progressed with current and compliant training curriculums, both internal and external. They are provided with the tools needed to deal with a wide variety of personalities and various complex social issues. Along with Autism, ADD, ADHD, and Gender Identification, the staff fields issues such as shyness, separation anxiety from parents and siblings, allergies, and physical and medical needs. Contact with the parents is key in identifying each child's needs and providing this information to our staff.



Academy curriculum includes:

- CPR
- Injury Prevention
- Gang Awareness presentation
- Exercise and Stretching
- Team Building Games and rope course
- Children's Hospital Injury Prevention
- Anti-bullying/Social Media
- Internet Safety
- Drug, Tobacco and Alcohol Awareness
- Community Day/Local Police and Fire Departments
- K-9 Demonstration
- Stranger Safety
- Curious Creatures
- Outings to
 - Trampoline park, bowling, and laser tag
 - Richardson's Ice Cream
 - Whale watch/Plum Island and deep-sea fishing
- Graduation/Cookout



K-9

In 2024, Captain Laura Dow was assigned to lead the K-9 Division. Under Captain Dow's direction, the K-9 group had a very productive 2024. The division had 1,325 deployments in 2024.

2024 Highlights

- Assisted Lawrence PD with patrol shifts throughout the year.
- Assisted Massachusetts State Police with multiple saturation patrols.
- K-9 Officer Kidger & partner Alvin located a suspect with felony warrants hiding in the attic.
- K-9 Officer Boleski & partner Blue assisted with locating a suspect with multiple warrants.
- K-9 Sergeant Auger & partner Bain located a firearm in the woods that was used in a shooting.
- K-9 Officer Ritvo-Cabezas & partner Odin assisted locating a shooting suspect.
- K-9 Officer Kidger & partner Alvin assisted with warrant service.
- K-9 Officer Kidger & partner Alvin assisted with a barricaded/shooting suspect.
- K-9 Officer Kidger & partner Alvin assisted with locating a shooting suspect.
- K-9 Officer Ritvo-Cabezas & partner Odin assisted with a barricaded/shooting suspect.
- K-9 Officer Ritvo-Cabezas & partner Odin assisted with a search for an armed robbery suspect.
- K-9 Officer Nestor & partner Ryder assisted with a narcotics search of a person.
- K-9 Officer Ritvo-Cabezas & partner Odin assisted in locating a carjacking suspect after pursuit.
- K-9 Officer Troiano & partner Riggs, K-9 Officer Karvelas & partner Vlad, and K-9 Officer Boleski & partner Blue assisted with searching for multiple suspects who fled from a motor vehicle stop.
- K-9 Officer Perry & partner Hex located evidence after a shooting.
- K-9 Officer Kidger & partner Alvin assisted with locating a narcotics dealer that fled from another agency.
- K-9 Officer Ritvo-Cabezas & partner Odin apprehended a B&E suspect.
- K-9 Officer Boleski & partner Blue apprehended a suspect in a wooded area.
- K-9 Officer King & partner Freya conducted a search on multiple narcotic suspects.
- K-9 Officer Nestor & partner Ryder and K-9 Ritvo-Cabezas & partner Odin assisted Barnstable County Sheriff's Department with a facility search.
- K-9 Officer Kidger & partner Alvin and K-9 Officer Bradbury & partner Zeppelin assisted Massachusetts State Police with county-wide saturation patrol.
- K-9 Officer Boleski & partner Blue and K-9 Officer Kidger & partner Alvin assist with locating a suspect an officer- involved shooting.
- K-9 Officer Boleski & partner Blue and K-9 Officer Kidger & partner Alvin assisted with locating a kidnapping suspect.
- K-9 Officer Ritvo-Cabezas & partner Odin and K-9 Officer Tobyne & partner Apex assisted with attempting to locate a missing person in a large, wooded area.
- K-9 Officer Ritvo-Cabezas & partner Odin and K-9 Officer Tobyne & partner Apex assisted with locating multiple home invasion suspects.

K-9 Teams at Work



K-9 Officer Todd Nestor & partner Ryder



K-9 Officer John Troiano & partner Riggs with K-9 Officer Julianna King



K-9 Officer Ritvo-Cabezas & partner Odin

Our K-9 teams had 1,325 deployments in 2024. Table 12 provides a breakdown of deployments by type.

| Table 12: 2024 K-9 Division Deployments | | | |
|---|--------------|------------|--------------|
| Deployment Type | ECSD | Mutual-Aid | Total |
| Patrol | 422 | 88 | 510 |
| Officer Back-Up/No Deployment | N/A | 27 | 27 |
| Narcotics | 676 | 41 | 717 |
| Demonstrations | 43 | 28 | 71 |
| Total | 1,141 | 184 | 1,325 |

K-9 Pasky

Our department was given an opportunity to welcome our first comfort dog, K-9 Pasky. His primary responsibility was, and continues to be, providing support to Correctional Officers and other staff within all ECSD facilities. Over the course of 2024, Pasky successfully brought light and happiness within the walls of what can sometimes be a stressful work environment. Officer Christian Guzman was selected as Pasky’s partner, and the pair have not stopped!



Pictured left: New K-9 Captain Laura Dow with Officer Christian Guzman (holding certificate) and K-9 Pasky at the Comfort Dog Convention, 2024

Pictured right: Officer Christian Guzman and K-9 Pasky at Campfire Northshore's *Absolutely Incredible Kid Day* at Shoemaker School in Lynn



Beginning with Roll Call, K-9 Pasky is free to roam the room providing Correctional Officers with the opportunity to begin their shift feeling a bit more cheerful and relaxed. Similarly, the anticipation of Pasky's rounds throughout his shift is met with extreme excitement as treats await his arrival along with toys and back scratches. Many staff members of all ranks have commended the department for bringing Pasky on board.

Since Pasky joined the Essex County Sheriff's Department, Correctional Officers and staff have described an increase in emotional wellness. Feedback regarding Pasky has been very positive, with words such as cheerful, relaxed, and happy.

K-9 Pasky had the chance to provide his assistance in the community on numerous events, both joyful and emotional, offering his support and affection. He attended career fairs, fundraisers, and special events including Haverhill Woofstock, Massachusetts Law Enforcement Torch Run for Special Olympics and our Youth Leadership Academy. He has also offered support during difficult times such as comforting the Beverly Middle School community when a student passed away and joining the Endicott College community after the passing of Sergeant Jermey Cole. Being able to respond to local communities in times of need is a big part of Pasky's purpose as a comfort K-9. He will continue to provide affection and support in the years to come.

Pasky made his online debut, allowing him to share with the public his journey thus far. You can follow Pasky and Officer Guzman at: [K-9pasky_essexsheriff](https://www.instagram.com/k-9pasky_essexsheriff). He has been able to bring smiles to people who may not have the chance to meet him in person. The excitement with seeing Pasky on social media is shown through the comments and increase in attention daily. He loves his job which is indicated by his ever-present big, inviting smile being captured in video and photos and shared through social media. Pasky's fame has not gone unnoticed, as people have stopped us in public asking if "this was the famous Pasky from Instagram" and given the opportunity to meet him.

The team has already made quite an impression. In January 2024, Officer Guzman and Pasky received the American Kennel Club's Canine Good Citizen certificate from Professional Canine Services. The presentation was made by Master Trainer Charlie Young of Professional Canine Services. The team also competed in an Obedience Competition at the Comfort Dog Convention held at Northern Essex Community College, Haverhill. Master Trainer Young conducted the competition. The event was sponsored by Essex County Outreach and hosted by the Essex County Sheriff's Department. Officer Guzman and Pasky were awarded second place.

The Comfort Dog Convention was organized by our own Captain Dow. Comfort K-9s from across Essex County and beyond met several times in 2024 to share best practices and receive training from Professional Canine Services. The meetings provided an opportunity for law enforcement departments to come together in order to better support all of our communities.

K-9 Pasky has had a successful 2024 alongside his partner Officer Christan Guzman. They are both looking forward to meeting new people, attending new events, and continuing to participate in supporting the emotional well-being of those around them.

Officer Guzman and K-9 Pasky had 1,571 deployments in 2024. Table 13 provides a breakdown of deployments by type.

| Table 13: 2024* Comfort Dog Deployments | | | | | | |
|---|--------------|-----------|-----------|----------|-----------|--------------|
| Deployment Type | MIDD | WIT | ECPRC | Academy | Offsite | Total |
| Tour | 1,460 | 49 | 28 | 2 | 8 | 1,547 |
| Community Event | 1 | 0 | 0 | 1 | 14 | 16 |
| Crisis | 0 | 0 | 0 | 0 | 2 | 2 |
| Career Fair | 1 | 0 | 0 | 0 | 4 | 5 |
| House Call | 0 | 0 | 0 | 0 | 1 | 1 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 1,462 | 49 | 28 | 3 | 29 | 1,571 |

*Start date was February 2, 2024

Personnel

In addition to Laura Dow becoming the new K-9 Captain, We added three new teams to the K-9 Unit. All three teams graduated the Boston K-9 Patrol Academy in July of 2024. They will be attending the Boston K-9 Narcotics Academy in 2025.

Our new K-9 teams (L to R) are: K-9 Officer Caitlyn Bradbury and partner Dutch Shepard Zeppelin, K-9 Officer Justin Perry and partner German Shepard Hex, and K-9 Officer Shane Tobbyne and partner Belgian Malinois Apex.



K-9 Drago retired in March 2024 as his handler, Officer Leonardo Jorge, was promoted to Special Investigator.

Awards & Certifications

- K-9 Officer Justin Boleski and partner Blue placed first in article searches at the United States Police Canine Association's (USPCA) Regional Patrol Dog competition in Merrimack, N.H. The team also received USPCA Regional Patrol & Narcotics certification.
- K-9 Officer Kyle Kidger and partner Alvin placed 13th overall at the USPCA National Field Trials in Baton Rouge, Louisiana. The team also received USPCA Regional and National Patrol certification as well as National Police Working Dog Association (NAPWDA) Patrol & Narcotics certification.

Read more about Officers Kidger and Boleski, and see their photos, at “Special Recognitions in 2024” in the *Human Resources* section.

- K-9 Officer Peter Karvelas and partner Vlad received NAPWDA Patrol certification.
- K-9 Officer John Troiano and partner Riggs received USPCA Narcotics certification, NAPWDA Patrol certification, and International Police Working Dog Association (IPWDA) Narcotics certification.
- K-9 Officer Julianna King and partner Freya received USPCA Narcotics certification.
- K-9 Officer Matthew Ritvo-Ritvo-Cabezas and partner Odin received - NAPWDA Patrol & Narcotics certification

In 2024, three of our beloved K-9 passed away. Rest in Peace:

K-9 Bodden

8 years of service
EOW 12/10/2024

K-9 Patton

7 years of service
EOW 07/25/2024

K-9 Valor

5 years of service
EOW 04/02/2024

**My eyes are your eyes,
to watch and protect you and yours.
My ears are your ears, to hear and detect
evil minds in the dark.
My nose is your nose, to scent the invader
of your domain.
And so you may live, my life is also yours.**

Medical & Mental Health Services

Medical Services



L to R: Dir. of Nursing Aliza Anderson, Health Service Administrator Elizabeth Veno, and Asst. Dir. of Nursing Abigail Ragusa

Throughout 2024, we contracted with Wellpath to provide medical and nursing care to all three sites. ECSD's interdisciplinary healthcare team provides healthcare leadership, providers, nursing, discharge planning, lab and radiology. The Medication for Opiate Use Disorder program (MOUD), which was also contracted by Wellpath, covers mental health, discharge planning and specialized providers and nursing to work with ECSD inmates who suffer from substance use disorder.

Medical services are led by Health Service Administrator Elizabeth Veno, RN, BSN, MPH; Medical Director Demetrius Rizo, MD; and Director of Nursing Aliza Anderson, RN. Ms. Veno has 20-plus years as a Registered Nurse, experienced in healthcare operations

and leadership. Nurse Anderson has a wealth of knowledge in leading and retaining nursing professionals, ensuring best practices and innovative care. Dr. Rizo, has a specialty in nephrology. At the end of 2024, the Medical Services group was staffed at 90%. Throughout 2024, in partnership with our healthcare provider, a team focusing on quality and compliance was developed. Abigail Ragusa, RN, CCHP (Certified Correctional Health Professional) led this effort to ensure that all ECSD accreditations were current, and quality standards were met.

The American Correctional Association (ACA) is an accredited body focused on ensuring that high standards of practice and care are given to incarcerated individuals. The ACA audit occurs every three years, with our most recent audit being conducted in October 2024. The audit team found no adverse findings and stated that "The healthcare that is provided at this facility is one of the best we have seen in the Commonwealth."

MOUD, the medication assistance treatment program at ECSD, will be one of the first Opioid Treatment Programs (OTP) in the country to apply for its own National Commission on Correctional Healthcare (NCCHC) accreditation. Read about ECSD's NCCHC survey/audit which took place in January 2024, at "Medications for Opioid Use Disorder (MOUD)" in the *Specialized Re-Entry Services* section.

ECSD staff work with our medical providers to ensure the best practices in both acute and chronic health conditions of the patients in our custody. Collaboration within the department in addressing social determinants of health for this population has resulted in positive health outcomes. While standards are in place for all correctional facilities, ECSD providers have exceeded goals and standards by ensuring that both initial and annual health assessments are completed timely to ensure that acute and chronic healthcare issues are addressed. Chronic care issues such as diabetes, cardiac conditions, and wounds are addressed by the same team of providers to ensure continuity of care and follow-up needs are met. Staff are provided with education throughout the year that focuses on evidence-based and up-to-date care practices. With new areas of technology provided to staff, they are ready to face the multitude of healthcare issues that arise. To ensure all elements of the contract are met, the ECSD Contract Monitor works closely with the leadership team of our healthcare provider.

Mental Health Services



Assistant Superintendent Jennifer Padre, LICSW (pictured left) is ECSD’s Director of Clinical Services. In 2024, ECSD’s Mental Health Division was productive and creative in addressing the clinical needs of inmates with various mental health conditions. The team is fully staffed, and in 2024 staffing was increased to provide mental health services on-site seven days a week. With an increased focus on supporting the operations of the organization, the Mental Health team worked diligently to support the mission of the Sheriff and Superintendents by participating in consistent collaboration regarding the most vulnerable of the incarcerated population at all three ECSD sites.

In 2024, Mental Health Clinicians attended a variety of conferences and trainings in order to advance their knowledge of treating individuals with co-occurring disorders, challenges with significant situational anxiety and trauma-informed de-escalation.

The Mental Health team expanded the delivery and curriculum of group therapy in 2024 and facilitated over 300 mental health groups. These groups focused on topics such as behavior change, interpersonal communication and emotional regulation. The goals for inmates who participated in the groups were identifying and addressing institutionalized thinking, evaluating barriers to maintaining one’s position in the community, setting SMART (Specific, Measurable, Achievable, Relevant, and Time-bound) goals and preparing for logistical challenges in the future as a re-integrated individual.

In addition to these groups, the Mental Health team began offering a specialized group titled Skill Building for Success which provides a structured treatment program for individuals with offenses related to inappropriate sexual behavior. The program focuses on accountability, risk reduction, and cognitive-behavioral interventions to promote long-term behavioral change. Inmates engage in evidence-based group therapy designed to enhance insight, develop healthy coping strategies, and reduce the likelihood of reoffending.

Following is a breakdown of medical and mental health care provided to inmates in 2024.

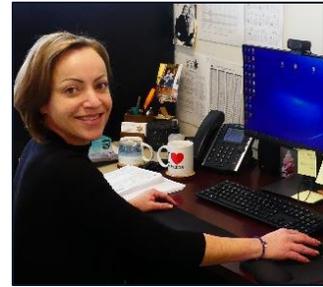
| | |
|---|-------|
| Evaluations ¹ | |
| Initial Screenings | 2,287 |
| Physical Assessments | 408 |
| Mental Health Evaluations | 833 |
| Medical and Mental Health Visits (Sick Calls) | |
| Medical Provider ² | 1,344 |
| Nurse ² | 4,032 |
| MH Follow Up/Sick Calls | 7,355 |
| Dentist | 986 |
| Patients sent to Emergency Dept. | 282 |
| Patients admitted to the hospital | 119 |

1) Some screenings, assessments, evaluations, or sick call visits resulted in appointments

2) Includes MD, Nurse Practitioner (NP), and Physician’s Assistant (PA).

Drug Screening

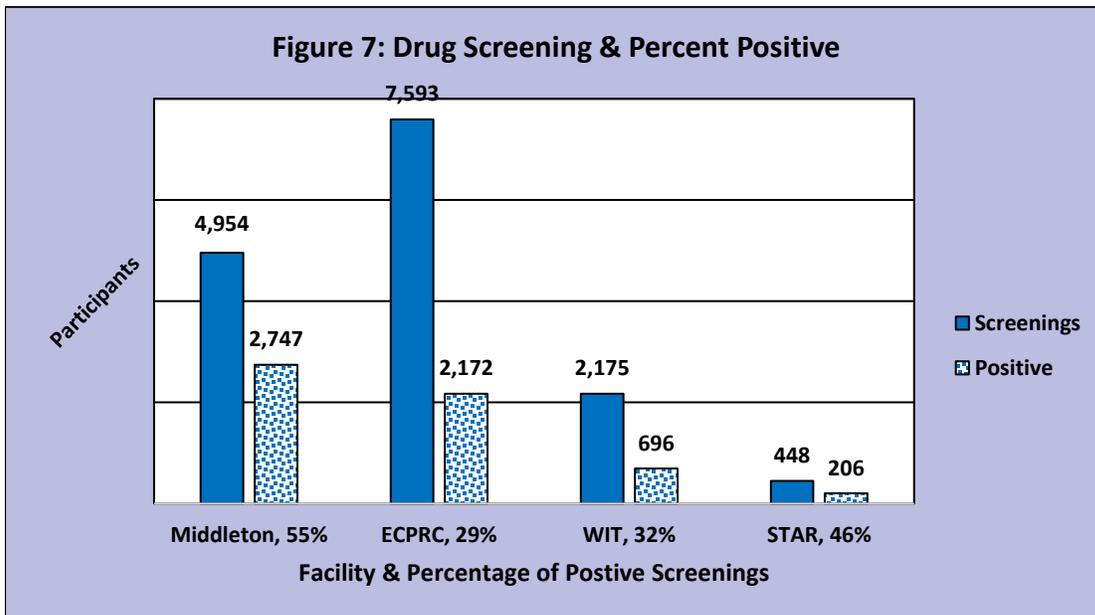
Claudia Franco (pictured right) is our Urine Analysis Coordinator. Claudia is an expert in using Averhealth’s proprietary technology, Aversys, to capture accurate results on the thousands of tests we conduct each year. The Aversys screening system is designed to “...reduce workloads, provide actionable results faster, and deliver comprehensive data reporting...to help drive intelligent, evidence-based treatment decisions and better long-term outcomes” (www.averhealth.com/aversys).



“As a Sheriff’s Department employee, I am responsible for tracking through Averhealth Drug Lab and working to keep our facilities free of illegal substances through drug testing. The outcome of safety is the sum of the decisions and actions of the individuals in our environment. At the end of the day, the goals are simple: safety and security.”

- Claudia Franco, Urine Analysis Coordinator

Our drug laboratory performed 15,170 drug screenings in 2024, a 17% increase over 2023. Of the screenings performed, 4,954 came through our Middleton facility, 7,593 through the ECPRC, 2,175 through the WIT, and 448 through our STAR Program. See the results in Figure 7 below. Each of the 15,170 screenings includes tests for several substances. A positive drug screening indicates that at least one substance tested showed as positive.



Valid prescription drugs cause some positive drug test results

Community Involvement

Sheriff Kevin Coppinger

Sheriff Coppinger actively supports residents, charities, and fellow law enforcement agencies. In 2024, he took part in many events. Some of the highlights include:



Sheriff Coppinger welcomes participants of the Special Olympics Torch Run to our Middleton Facility



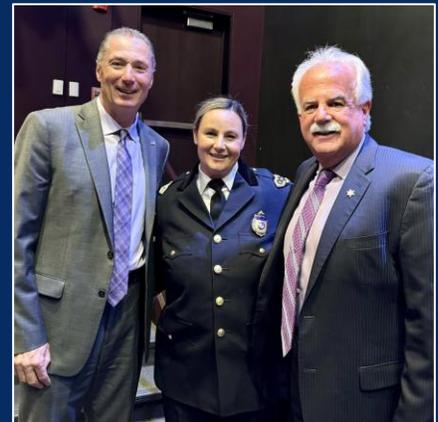
Lynners Against Drug Abuse (LADA) honored Sheriff Coppinger with their annual Gabriel Taylor Award for the Department's work fighting opioid abuse.



Sheriff Coppinger marching in the (somewhat rainy) Danvers Veterans Day Parade



A Youth Leadership Academy participant is congratulated by Sheriff Coppinger. We had 490 Essex County residents take part in the academy 2024.



Sheriff Coppinger joins Essex County D.A. Paul Tucker in congratulating new Salem State University Police Chief Trish Murphy at her swearing in ceremony.



Sheriff Coppinger was honored to speak at Mr. Greelish's Law class at Lynn English High School.



Sheriff Coppinger joined the Military Friends Foundation in passing out gift cards and Thanksgiving pies to Swampscott veterans as part of its Hero Meals events.



Thanking one of our heroes



As the former Chief of Police in Lynn, Sheriff Coppinger was happy to attend the Merrimack Valley Chamber of Commerce Annual Public Safety Breakfast.

Celebrating the start of construction of the new Lawrence Police Department Headquarters



ECSD Staff

ECSD staff enjoy being a part of the Essex County community.



Our Honor Guard presented the colors at Haverhill's Relay for Life.



Officer Coltyn Omasta at a Touch-a-Truck in Saugus



Officer Said Djedid at Lynnfield's National Night Out



ECSD staff presented medals at the Special Olympic Softball Tournament in Danvers.



BTA 24-02 Graduation at Northern Essex Community College, November 15, 2024



In partnership with Essex County Outreach, ECSD hosted training, graduating 17 new Certified Recovery Coaches; nine of whom work for ECSD.



Congratulations to all of our Youth Leadership Academy graduates!



Assistant Superintendent Jessica Oljey speaks at a Recovery Vigil in Peabody.



K-9 Officer Todd Nestor and partner Ryder give a demonstration at the



ECSD staff Donated dozens of gifts to the Military Friends Foundation annual toy drive.



Our Honor Guard members proudly joined officers from around the country to serve at the National Peace Officers' Memorial Ceremony in Washington.

Offices of the Essex County Sheriff's Department

Sheriff's Headquarters

20 Manning Avenue
Middleton, MA 01949
(978) 750-1900

Middleton House of Correction

20 Manning Avenue
Middleton, MA 01949
(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

35 Congress Street, Suite 2100A
Salem, MA 01970
(978) 750-1900 ext. 3590
civilprocess@essexsheriffma.org

Lawrence Civil Process Office

360 Merrimack Street, Entrance G, 4th Floor
Lawrence, MA 01843
(978) 750-1900 ext. 3703
civilprocess@essexsheriffma.org

Supporting Transitions and Re-Entry (STAR)

Lawrence Office

360 Merrimack Street, Entrance G, 4th Floor
Lawrence, MA 01843
(978) 681-4747, Option 1
starprogram@essexsheriffma.org

Supporting Transitions and Re-Entry (STAR)

Lynn Office

100 Willow Street
Lynn, MA 01901
(978) 681-4747, Option 2
starprogram@essexsheriffma.org

Training & Staff Development Center

199 Rosewood Drive, Suite 180
Danvers, MA 01923
(978) 750-1950
gmohan@essexsheriffma.org

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