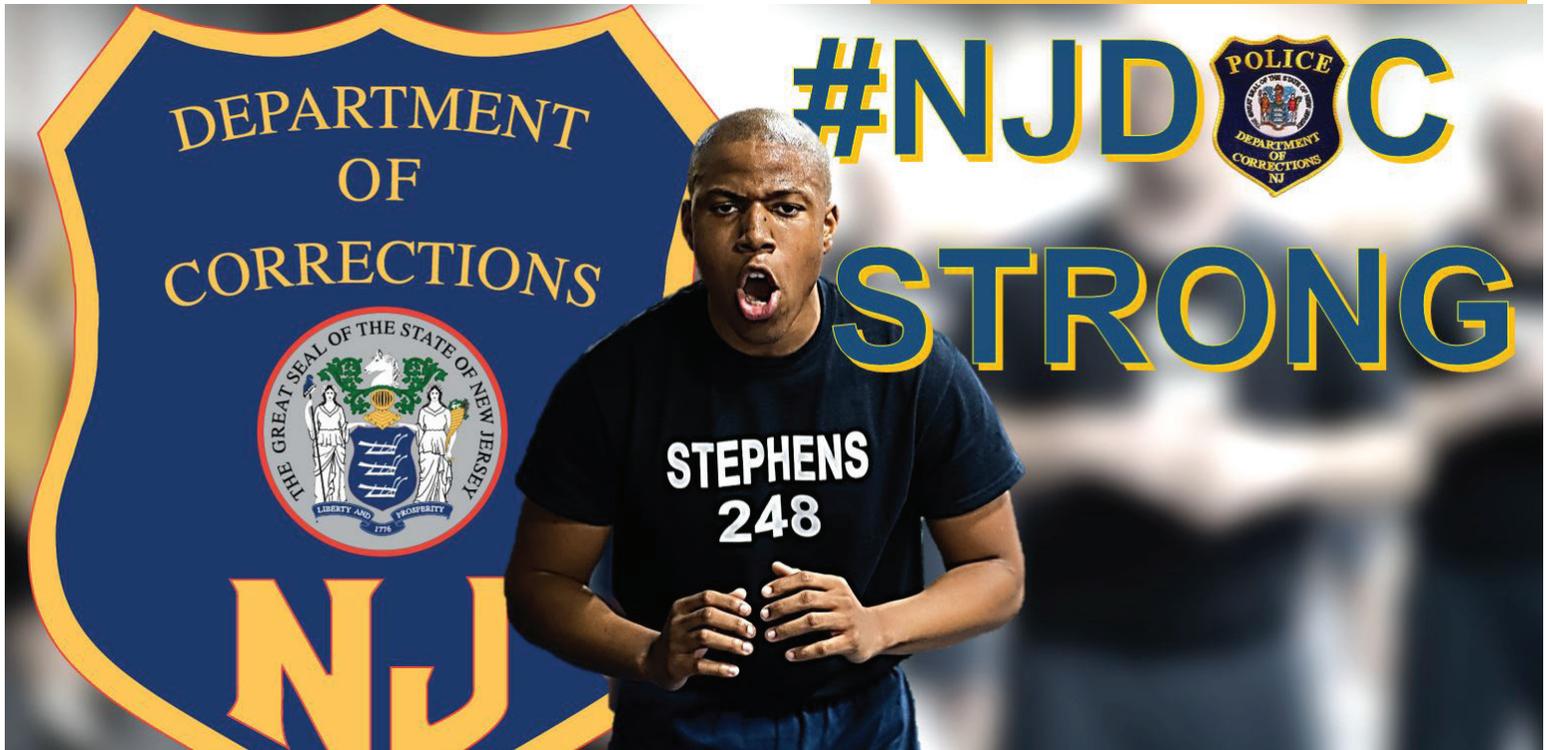


# INSIDE CORRECTIONS

NEWSLETTER OF THE NEW JERSEY DEPARTMENT OF CORRECTIONS



## BANDING TOGETHER

Resiliency officers aim to help employees combat stress and strengthen mental health awareness.

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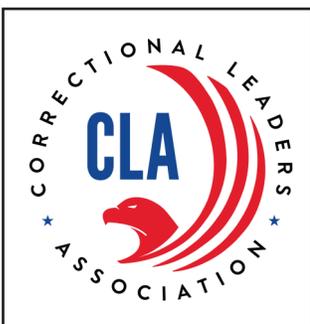
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SEPTEMBER 2020

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*Cover photo: A member of Correctional Staff Training Academy Class 248 endures physical training at the beginning of a rigorous 26-week program.*



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# INSIDE WORD

with Commissioner Marcus O. Hicks, Esq.

At the height of the COVID-19 pandemic in the United States, the New Jersey Department of Corrections (NJDOC) was a reflection of what was happening in the community, with New Jersey being at the epicenter of the virus. Through courage and action, the NJDOC discovered many best practices in mitigating the virus in order to recover from this direct hit.

Additionally, assistance from the Murphy Administration through Executive Order 124 provided the Department with the authority to grant temporary emergency home medical confinement to certain at-risk inmates who have not committed a serious offense. EO 124 is one of several tools, along with parole and the release of people who complete their sentences, that has resulted in the decrease of the inmate population by more than 2,400 since the Governor declared a public health emergency.

Finally, continued testing along with the guidance of public health experts will allow us to shed what remains of the virus among our inmate population and staff, begin resuming certain activities and prevent a resurgence of the virus in the future.

Sincerely,

A handwritten signature in white ink that reads "Marcus O. Hicks". The signature is stylized and written in a cursive-like font.

Commissioner, Marcus O. Hicks, Esq.



*Employees at the NJDOC are aiming to prevent suicides by providing staff, both veteran and new, with specialized training designed to help manage the types of pressures often affecting members of the law enforcement community.*

# BANDING TOGETHER

## *NJDOC Resiliency Officers Help Spread Mental Health Awareness*

By John Cokos

Senior Correctional Police Officer Kenneth Varner, like many of his coworkers, is haunted by the suicide deaths of his colleagues and feels correctional police officers often have difficulty identifying stressors, until it's too late.

"I've seen a lot of correctional police officers laid to rest," said Varner, of the New Jersey Department of Corrections (NJDOC) Central Office headquarters. "Many were suicides. Those deaths are the hardest to talk about."

The demands of modern correctional management have placed an increasing amount of responsibility on correctional police officers. Now more than ever, there is a greater need

for access to mental health support and the ability of officers to recognize when they need assistance.

"As officers, we are trained to identify tactical advantages when dealing with adverse situations," Varner added. "Stress can be an invisible and insidious adversary for which there is no tactical advantage."

The New Jersey Department of Corrections (NJDOC) recognizes the unique challenges affecting correctional police officers and has implemented the Resiliency Officer Program as part of its Workforce Wellness initiative. Through the program, the NJDOC is

empowering members of its rank and file to assist with safeguarding the mental health of fellow correctional police officers and preventing suicides.

Today, Varner and a hand-selected roster of NJDOC correctional police officers are helping fellow employees gain a tactical advantage when managing the pressures of work and life. They each hold the title of Master Resiliency Officer, and they are responsible for training teams of resiliency program officers, who serve as trainers throughout the Department.

“We hope to train everyone in the Department,” said Master Resiliency Officer Correctional Police Sergeant Egan Shimonis of the Correctional Staff Training Academy. “For now, resiliency program officers will conduct training at the facilities during regularly scheduled classes. Ideally, this training will become part of the Training Academy curriculum so new correctional police officers have the knowledge right out of the gate.”

The curriculum is based on a resiliency program designed by the Department of Defense and the Department of Justice, and it has been tailored by NJDOC Master Resiliency Officers to fit the needs of the Department.

“This course is a comprehensive, deep dive into psychology,” said Master Resiliency Officer Lieutenant Bertha Lowery of Garden State Youth Correction Facility. “This training is designed to be personal, engaging and proactive. If we are consistent with those principles, we will strengthen the overall mental wellbeing of the Department one situation at a time, one conversation at a time, one person at a time.”

The course examines a number of behavioral science topics, among them, balanced thinking, managing adversity, good physical health practices and identifying and capitalizing on strengths and weakness. One major goal of the course, however, is to get participants

comfortable examining those topics as they relate to their own mental health and behavior.

Each day, participants in the training are asked to share details of recent personal challenges as well as positive interactions. One participant, Correctional Police Officer Tina Washington of the Central Reception and Assignment Facility, shared how the resiliency training has helped her.

“After losing both my mother and daughter, this training has given me a better understanding of how I have dealt with my own hardships and how to identify the signs that someone else may be suffering,” Washington said. “I am ready and eager to use what I have learned about myself in this class and apply it to helping others.”

Resiliency program officers will be available at every NJDOC facility in the upcoming months to educate staff as well as help individuals navigate through crisis.

Master Resiliency Officer Senior Correctional Police Officer Michael Drybread of the Correctional Staff Training Academy said when the opportunity to volunteer as a resiliency officer came about, he was immediately drawn to it.

“Everybody can benefit from this class,” said Drybread. “The more people we can educate, the faster we can change the culture, break down barriers and save lives.”

In addition to the resiliency program, the Department has partnered with Rutgers University to launch 4BLUENJ (888-425-8365). The help line, designed for the unique needs of correctional employees and their families, offers 24-hour support from staff with corrections experience and training as well as access to continuing mental health resources.





*Mountainview Youth Correctional Facility, now William H. Fauver Correctional Facility, opened in 1929.*

# LEGACY

## *Mountainview Youth Correctional Facility Renamed in Honor of Former Commissioner*

By Matt Schuman

Mountainview Youth Correctional Facility is now William H. Fauver Youth Correctional Facility.

By virtue of a bill signed by Governor Phil Murphy, on August 1, Mountainview was formally renamed in honor of Fauver, who was employed by the New Jersey Department of Corrections (NJDOC) for 38 years, including two decades as Commissioner. For perspective on the length of Fauver's tenure as Commissioner, since his retirement on December 31, 1997, no other NJDOC Commissioner has served even half that long.

In 1970, Fauver, received his first job as an

administrator – appropriately enough, at Mountainview, which is located in Annandale.

According to colleagues, he firmly believed that offenders could be rehabilitated without being coddled. Colleagues also recalled that Fauver was admired for his progressive views, which in those days often wasn't the norm in law enforcement.

Unlike today, as the Commissioner, Fauver oversaw the Bureau of Parole as well as the juvenile correctional facilities. However, he still found time to introduce such groundbreaking initiatives as the drug courts and the Intensive Supervision Program.

The bill signed into law by the Governor specifically noted Fauver’s “lifetime of commitment and service to the correctional community and the state.” Therefore, the bill added, “it is fitting and proper that the Mountainview Youth Correctional Facility be renamed as the William H. Fauver Youth Correctional Facility.”

Fauver, who graduated from Haddon Heights High School and Rutgers University in Camden, passed away on June 12, 2012. He was 80. His death followed the passing of his wife, Ilena D’Ilio Fauver, by less than four months.



*William H. Fauver was one of the longest serving commissioners of the New Jersey Department of Corrections.*



*William H. Fauver, pictured above at Central Office headquarters, was employed by the New Jersey Department of Corrections for 38 years, including two decades as Commissioner.*

# NEW CLA OFFICERS 2020



**President**  
Anne Precythe (MO)



**Vice President**  
Marcus Hicks (NJ)



**Treasurer**  
Scott Frakes (NE)

*NJDOC Commissioner Marcus O. Hicks, Esq., was recently named Correctional Leaders Association Vice President.*

## THE BIG PICTURE

### *Commissioner Hicks Joins Leadership Ranks of Correctional Leaders Association*

By Liz Velez

New Jersey Department of Corrections (NJDOC) Commissioner Marcus O. Hicks, Esq, who has built an extensive resume in public policy and corrections throughout the course of his career, is the newly appointed Vice President of the Correctional Leaders Association (CLA).

CLA is a non-profit committed to promoting the profession of corrections and influence policy and practices that affect public safety.

In recent years, the NJDOC has managed through a series of modern-day correctional issues, positioning the Department as progressive, yet conservative, in its approach to public safety.

The Department under Hicks' leadership navigated through the COVID-19 pandemic, during which the NJDOC was among the first correctional agencies to implement a universal testing initiative for staff and inmates.

Under Commissioner Hicks, the Department also was among the first to establish a comprehensive, multi-faceted Medication Assisted Treatment program; increase protections in support of the Prison Rape Elimination Act; adopt policies to address the unique needs of LGBTQI inmates; institute ground-breaking educational programming; and develop a workforce wellness initiative grounded in resiliency for employees.

As Vice President of the C L A, Commissioner Hicks will have an opportunity to share these and other best practices with members from across the nation and assist with the development of national public safety policies while elevating the organization's profile as a thought leader in the field of corrections.

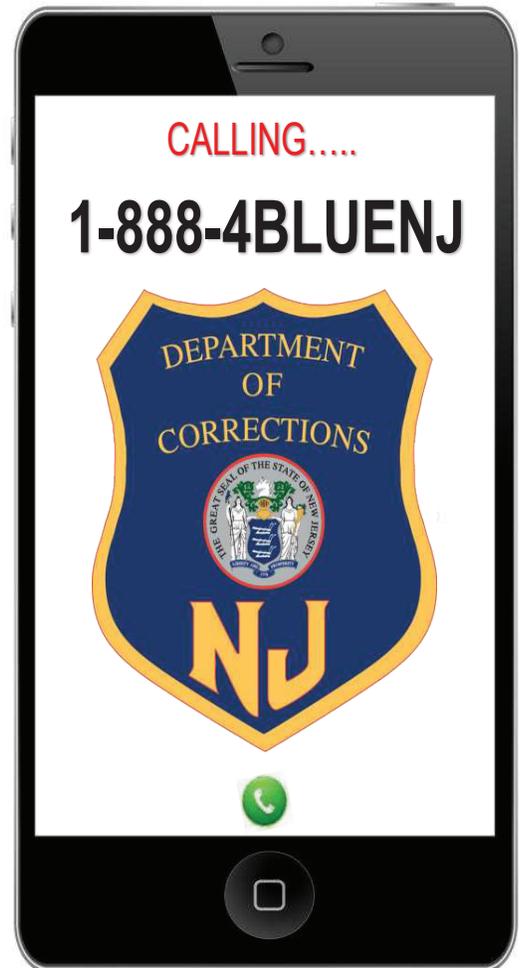
Commissioner Hicks joins Directors Anne Precythe of the Missouri Department of Corrections and Scott Frakes of the Nebraska Department of Corrections who will serve as the CLA president and treasurer, respectively.



**The New Jersey Department of Corrections encourages staff who may be feeling overwhelmed to take advantage of mental health resources available through 4BLUENJ.**

**Feeling Stress?  
Need to Vent?  
GIVE US A CALL  
1-888-4BLUENJ  
(1-888-425-8365)**

**24-Hour peer support program for all NJDOC staff provided by confidential corrections-trained experts.**





Correctional Police Major Wayne Manstream addresses Correctional Staff Training Academy, Class 248 before the onset of the COVID-19 pandemic.

# CLASS 248

## *Recent Class of Correctional Police Officers Meet the Challenges of Training During a Pandemic*

By Liz Velez

Educators across the world were thrown for a proverbial loop when COVID-19 hit, having to balance the continuity of educational services and the health of their students during an unprecedented pandemic. As a result, educators -- including those at the New Jersey Department of Corrections (NJDOC) Correctional Staff Training Academy -- seemingly overnight had to modify their pedagogical practices to accommodate remote learning.

State Correctional Police Officers are required to complete a 14-week residential training course at the NJDOC Training Academy. Due to the unique circumstances created by the

COVID-19 pandemic, members of Class 248 ended up completing a total of 26 weeks of training. Trainees completed nine weeks of residential training before the pandemic forced the Training Academy to close on March 19. The trainees then completed 12 weeks of virtual training via Zoom. Once the Training Academy was approved to reopen, trainees completed an additional 16 days of rigorous consecutive residential training. The in-person training included weekly COVID-19 testing, social distancing, frequent sanitization and mask-wearing.

The training culminated with two weeks of agency training at each trainee's assigned

correctional facility and a socially distanced outdoor graduation, with virtual family attendance.

“We didn’t cut any corners,” said Director of Training Aaron Erven. “There were still grooming standards, professionalism, academic and physical standards that were expected to be met. The trainees adapted quickly to the changing circumstances, which is a skill that will serve them well in their NJDOC careers.”

Class 248 is composed of 132 trainees representing all New Jersey counties, including eight veterans, from the Army, Marines and Air Force, and 63 members from families with a strong tradition in law enforcement.

In addition to receiving training through a pandemic, the class is the first to receive resiliency training, helping build the mental fortitude required for a career in law enforcement.



# Protect Yourself. Protect Others. Get a Flu Shot.



PowerToProtectNJ.org

**September and October are good times to get a flu vaccine. *Getting a flu vaccine is more important than ever during 2020-2021 to protect yourself and the people around you from flu, and to help reduce the strain on healthcare systems responding to the COVID-19 pandemic.***

**Visit [nj.gov/health](https://nj.gov/health) or [cdc.gov](https://cdc.gov) for more information**

# CORRECTIONS OFFICER DAY 2020

*Recognized annually on July 30th, Corrections Officer Day honors the extraordinary efforts and commitment of all officers and commemorates those who have given their lives in the line of duty.*



*The NJDOC Honor Guard, staff and family gather at Bayside State Prison on July 30, 2020 to remember Officer Fred Baker on the 23rd anniversary of his death. Just a few hours after arriving for work on July 30, 1997, Officer Baker was attacked and killed by an inmate.*



*Senior Correctional Police Officer Jenny Kern tolls a bell for each fallen officer during the Corrections Officer Day ceremony at NJDOC Central Office headquarters on July 30, 2020.*



*Correctional Police Sergeant George Goldner accepts the Challenge Award from NJDOC Commissioner Marcus O. Hicks, Esq., during an awards ceremony held on July 30, 2020 at Central Office headquarters.*