

Prisonology™

Curriculum Vitae

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Personal Information

Education: Lackawanna College, Criminal Justice (1989)

Personal Statement

Since retiring from the Federal Bureau of Prisons in 2015, I have remained interested in corrections and consulting. During my career, I understood the difficulty that people and their families had to adjusting to prison life. At the same time, we had a job to do and to do it fairly I had to know the rules. My position on interpreting the rules is to view them in the way that is most fair for the family and the individual involved.

Work Experience

June 2016 - Current: Prisonology (Expert)

- Federal Bureau Of Prison Issues
- Special Housing Unit
- Gang and Organized Crime
- Inmate Adjustment
- Inmate Incident Reports and Discipline

September 1991-February 2015 (Correctional Supervisor - Lieutenant)

As a Lieutenant with the Department of Justice, Federal Bureau of Prisons, I had a variety of responsibilities relative to scheduling, training and evaluating a complement of more than one hundred and fifty staff. I have trained senior staff in annual refresher trainings for security, safety and orderly running of prisons. I had additional responsibilities in supervising inmates in the Witness Protection programs, Transporting inmates, and dealing with pre-trial/holdover inmates. Because of my performance on several occasions I was called upon to be acting as Chief Correctional Supervisor (Captain). This position consisted of duties pertaining to monthly reports, conducting interviews for hiring new staff, reporting incidents to Regional and Central offices, budging, legal issues, and expertise on department/agency policies. Over my years I developed an exemplary reputation for correctional supervisor proficiency throughout the BOP, I was selected to participate in program review audits of other institution facilities. Below are several positions I held and provided leadership, direction and proficient performance in each discipline.

July 2014-February 2015 (Transitional Unit Lieutenant)

Based on my history of monitoring gangs within the BOP, I was selected to be assistant coordinator in creating of the first THU unit. This unit was for inmates that wanted to drop out of gangs and be safe in an environment with strict security, rules, regulations, mandatory skills training and educational programs. The goal was to be able to re-enter in society as a law abiding citizen or continue to live within the prison system gang free. This unit was the first of its kind in the Federal Bureau of prisons (BOP). I was directly responsible in creating proper intake screening, security and safety programs to house gang dropouts that in some cases could not live or see each other without killing on site. Other aspects of screening consisted in monitoring all mail, finances, phone calls and any communications making sure of no gang activity. During the process of this unit I have interviewed more than 250 gang members and leaders of some of the most dangerous affiliations in the prison system and society. Some of this gangs included the AB Texas, Aryan Brother Hood, Bloods, Black Gang Disciple, Crips, Fresno Bulldogs, Dirty White Boys, Latin Kings, Mexikanemi, Mexican Mafia, MS-13, Nazi Lower Rider, Netas, Nortenos, Skin heads, Surenos, Texas Syndicate etc. The THU unit officially opened in November of 2014. In February 2015, I conducted a seminar for probation offices, judges, local/state/federal law enforcement, Community Corrections Managers (CCM's), Intelligence's officer's (FBI), from the Northeastern United States, and executive BOP staff. The purpose of the seminar was to educate the importance of possible re-entry and re-location of drop-out gang members.

June 2008-June 2014 (Special Housing Unit Lieutenant)

My experience as a SHU Lieutenant developed my communications skills to be experienced in dealing with inmates that could not live in a general population environment for the following reasons: Protective Custody cases, informants, witness protection, disobey rules and regulations, suicidal inmates, and extremely distributive inmates. My responsibilities were to ensure each inmates received the proper care, security, safety, sanitation, hygiene, legal, nutrition, and educational requirements provided by the BOP. I also have (Sept 1991 to March 1993) worked in a female facility at FCI Danbury, Connecticut and dealt with inmates in the SHU and work camp.

(Administrative Lieutenant)

I was responsible for scheduling a staff complement of 144 employees. I incorporated a new Correctional Services Roster Program. I became an expert in the BOP and trained other lieutenants in other facilities. Being an Administrative Lieutenant, I have created and reviewed on a quarterly basis, over fifty-seven (57) post orders, which included policy and procedures for assigned areas. I tracked job performance and yearly evaluations of approximately 144 staff.

I complete weekly, monthly and quarterly staffing reports. I also, track overtime costs on a daily, weekly, bi-weekly and monthly basis. I decreased overtime spending by adjusting staff schedules and reviewing daily rosters to insure overtime is justified.

I also have experience in being a negotiator for management to establish a local Institutional Supplement Agreement of the Master Agreement for bargaining unit employees. This was a tedious task which I researched policies, laws and local practices. Because of displaying cooperative negotiations during times of duress and policy disputes my guidance and direction was rewarded by an official Letter of Commendation from the Executive Officer. I was always an active member of management in

participating in monthly Labor Management Relations (LMR) meeting to discuss any grievances and upcoming policy changes.

Special Investigative Supervisor (SIS Lieutenant)

I have worked as a Special Investigative Supervisor at the Federal Correctional Institution in Danbury, Connecticut (FCI Danbury, Female Camp) from August 92 to March 93 and FCI Otisville, New York, April 99 to December 2008. I have conducted more than 150 staff and inmate investigations, which included preparation of factual and accurate reports. I have written referrals to the Office of Internal Affairs (OIA), so investigations could be approved for misconduct by staff. I have assisted the FBI and Office of Inspector General (OIG) in criminal investigations against both staff and inmates. I 'm experienced in all aspects of investigating both staff and inmates. I supervised Special Investigative Assistants (Technicians) in areas that included, Mail/Telephone Monitoring, screening incoming inmates, debriefing outgoing inmates, Inmate Management, Investigative Reporting, Security Threat Group (Gang) Management, and Crime Scene Management.

I supervised trained staff and performed drug detection tests on inmates using the Narcotic Identification Kits (NIK) and the ION Track Itemizer Machine on visitors. This machine detects drug and bomb residues on visitors entering the institution. Also, supervised Drug Screening/Surveillance/Monitoring and ensured monthly inmate urinalysis and alcohol rosters were generated through the Bureau of Prisons computer programs. Provided training to all staff in the proper procedures for administering urinalysis on inmates.

I have knowledge in operating video surveillance equipment which is utilized throughout the institution for security purposes. The video surveillance program was incorporated to monitor inmate activity and movement. I have utilized this equipment for investigative purposes and gang surveillance. I was responsible for providing instruction to staff on the Bureau of Prisons Inmate Telephone System (ITS). Through telephone monitoring I have obtained information to assist in investigative reports, gang affiliations, escapes, threats and drug activity. I supervised and insured any outside law enforcement subpoena requests were completed concerning the ITS system.

I was responsible for Gang Management (Security Threat Groups) and assigned as the Liaison for the BOP with the U.S. Attorney's Office Of New York. I supervised SIS Techs in gathering the intelligence information on inmates of concern for Special Investigative files (STG files). I coordinated and conducted gang intelligence seminars for federal, local and state law enforcement.

September 1989-September 1991(Correctional Counselor)

I was formally assigned to the position of correctional counselor. In this position, I shared the responsibilities of overseeing several institutional programs including Victim Witness, track judicial recommendations, and manage caseloads of the inmate population. I accomplished the following:

- Exchange of information with program staff and inmates identifying problematic situations prior to inception.
- I worked under the auspices of case work theory, methods and guidelines to accomplish correctional program goals.
- I managed a caseload of more than 300 offenders in an administrative (jail) capacity.
- Provided crisis intervention, developed realistic short term goals, intake screenings and ensuring my actions conformed to policy guidelines.

- Also was assigned with an inmate population of designated (sentenced inmates).
- Trained in areas of counseling methods and theory. Conducted counseling groups.
- Overseen Unit pre-release planning programs
- Certified and conducted Unit Discipline Committee (UDC) hearing
- Maintained central files and certified in Central Inmate Monitoring of confidential and classified documents.
- Victim Impact Program (VIP) monitoring
- Worked closely with Community Corrections Managers (CCM's) for Halfway house placements. U.S. Probation and Parole hearings and reviews.
- Created and submitted Strategic Planning and implementation.
- Conducted formal and informal individual counselling sessions
- Completed Case Management cross development course with a grade of 96%.
- Acted as Unit Manager and attended department Head meetings with executive staff.

May 1986-September 1989 (Correctional Officer Bureau of Prisons)

August 1983-May 1986 (Correctional Officer - Lackawanna County Prison, Scranton, PA)

October 1977-August 1980 (United States Marine Corp)

Awards

06/91 Served as Acting Captain at FCI Danbury

11/91 Served as Acting Special Investigative Agent

08/93 Special Act Award, for a major fire at Metropolitan Correctional Center, New York.

03/95 Served as Acting Captain at FCI Otisville, NY. (Three Months)

11/96 Served as Acting Captain at FCI Otisville, NY. (Two Months)

04/97 Sustained Superior Performance Award (1997 evaluation)

07/97 Served as Acting Captain at FCI Otisville, NY (Two Weeks)

01/98 Time off Award for saving an inmate from hanging

04/98 Quality Step Increase for Outstanding Yearly Evaluation 1998

05/98 Wrote and created "Institutional Search Team Program"

05/98 Acting Unit Manager (One Month)

01/99 Completed cross development courses in Custody/Case Management

01/99 Acting Unit Manager, (Five Weeks)

03/99 Completed cross development courses in Safety/Inmate Movement

04/99 Acted as SIA (GS-12) and Captain (GS-12) 4 months.

05/99 Quality Step Increase for Outstanding Yearly Evaluation

09/00 Unsung Hero Award - Outstanding job as Administrative Lieutenant, FCI OTV

05/01 Supervisor of the Year (Peak Professional), FCI OTV

05/01 Outstanding Evaluation (40 Hour Time off Award), FCI OTV

05/02 Outstanding Evaluation (40 Hour Time off Award), FCI OTV

05/03 Outstanding Evaluation (40 Hour Time off Award), FCI OTV

05/04 Outstanding Evaluation (24 Hour Time off Award), FCI OTV

05/05 Outstanding Evaluation, FCI OTV

08/05 Secret Clearance – Department of Justice (Classified Information)

04/06 \$500.00 Sustained Superior Performance, FCI OTV
05/06 Outstanding Evaluation, FCI OTV
11/06 to 3/07 Temporary Promoted to Camp Administrator, FCI OTV
05/08 Outstanding Evaluation / \$200.00 Special Act Award, FCI OTV
12/09 to 03/06/2010 Special Act Award – Tracking/Decreasing Overtime Usage, FCI OTV
03/11 40 Hour Time Off Award, Tracking/Decreasing Overtime Cost, FCI OTV
02/15 Sustained Superior Performance award for Transitional Housing Unit (THU)