

# Message from JB-CSSD's Executive Director

April 2024

I am happy to share another edition of the JB-CSSD Chronicle with you today. This edition highlights Pretrial Services and Adult Probation, so please take a moment to read about the outstanding work going on in those areas of our business in addition to the new class of colleagues we graduated in both [pretrial](#) and [probation](#) services. As always, many thanks to the Training Academy for the outstanding preservice work you do!

In this edition you will read about all of the work that went into [pretrial services being reaccredited](#) for the 3<sup>rd</sup> time since our initial accreditation in 2014. Congratulations to Mike Hines, the pretrial management team, and all of the field staff for once again being recognized as a national leader in pretrial services and the exceptional work we are doing here in Connecticut. Great work, pretrial services!

You will also read about the [Adult Probation's 2023 staff recognition awards](#) and our work with respect to [Certificates of Employability](#). The 2023 recognition event at the State Capitol was a huge success and congratulations to all of the 2023 staff who were recognized for their outstanding work by their colleagues and supervisors. Great work by adult probation!

Lastly, please make certain to check out the ["Getting it Done"](#) section of the Chronicle. In this edition we are recognizing Martha Gallace – IAR Specialist in our Bridgeport GA 2 Bail office and Nicole Grella – Adult Probation Officer out of our Waterbury probation office. Thank you, Martha and Nicole, for the exceptional work you do, and for your dedication and commitment to the Branch. You both are tremendous colleagues, and we are lucky to have you on our JB-CSSD team. Great work by both of you and enjoy the hoodies!

Thank you for your attention to this information and have a good day.

-Gary

# Getting it Done Honorees

The newest Getting it Done Honorees (April 2024) are IAR Specialist Martha Gallace and Adult Probation Officer Nicole Grella. Please take a moment to read about these individuals who are going above and beyond and are getting it done for the Branch, our clients, their families, and the communities we serve.

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Pictured from right to left: Martha Gallace, IAR Specialist and Supervising IAR Specialist De'Shone Dimbo.

Martha Gallace has been with the Judicial Branch CSSD - Pretrial Services for 16 years as an IAR Specialist serving her entire career in the Bridgeport Pretrial Services Office within the Bridgeport Superior Court. As a result of Martha's versatility and great communication skills, she has held various assignments.

Over the past 7 years, Martha has overseen the Pretrial Diversionary Program office. This is a high paced client focused position. She is a resource for court-based stakeholders, providers, and clients seeking information and guidance for pretrial diversionary programming. Below is an email received from Stephanie Stacy, Victim Services Specialist/VIP Program Specialist at Mothers Against Drunk Driving, regarding Martha. Pretrial Services would like to thank Martha for always going above and beyond when assisting clients and JB-CSSD stakeholders.

"I would like to recognize Martha Gallace for her professionalism and dedication as an IAR Specialist in the Bridgeport Pretrial Services Office. I have known Martha for most of my ten-year career at MADD, and in that time, she has been wonderful to work with. She not only cares about her clients and their success, but she also has taken the time to learn about the impact that impaired driving has on individuals, families, and the community. I always call Martha a friend of MADD because of her positive attitude and genuine concern for the victims. Martha, thank you for going above and beyond!"

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Pictured from left to right: CPO II Gregory Sullivan, CPO I Deanna Recchia, CPO Matthew Maiorano, APO II Nicole Grella, CPO I Gary Parkosewich, and CPO Carla Martinelli

Nicole Grella has been an Adult Probation Officer for the past 20 years and has been working in the Waterbury office. Although Nicole does not supervise a caseload, she plays a vital role in the front-end work required for the sex offender population. A few examples of this front-end work involve establishing a treatment, supervision, and developing a housing plan. This work is crucial because the sex offender population is one of the highest risk and most challenging clients to work with.

Nicole has been the Sex Offender Re-Entry officer for our region for over 10 years. During this time, she routinely goes above and beyond the scope of her job duties as the Re-Entry officer. She consistently steps up to assist her supervisor, along with the sex offender officers in the office. Additionally, she assists the presentence investigation (PSI) writers in Waterbury related to high-risk sex offenders who are being discharged into the community and who would otherwise be homeless.

Nicole takes the lead on these cases and navigates what could be a cumbersome and complicated process to ensure the client has stable housing upon discharge from the DOC. She has established an extensive network of connections throughout the state, not only with DOC employees, but also with community stakeholders who handle the housing and treatment of the sex offender population. Nicole is thoroughly invested with every client and exhausts all resources to put them in a position to achieve the best possible outcome as they transition back into the community.

Nicole recently demonstrated this investment when a PSI was completed for a client receiving credit for time served. Nicole worked with her supervisor, as well as the PSI writer, to coordinate the logistics of establishing a discharge date from DOC. In addition, Nicole secured transportation for the client once he was released so he would be in the best possible position to succeed while on probation.

Given her vast knowledge, she has proven to be a pivotal resource to those around the state who are in her same role; many of whom she has guided and mentored through the years. Someone like Nicole who does the front-end work sometimes gets overlooked and does not get the recognition she otherwise deserves. Nicole has well over twenty years of experience working within JB-CSSD and is coming to the end of a long and successful career. We cannot think of a better or more deserving person to receive this award.

# Pretrial Services Achieves Reaccreditation

The [National Association of Pretrial Services Agencies \(NAPSA\)](#) recognized JB-CSSD's Pretrial Services' efforts to strive for excellence through the application of standards and best practices throughout its operation by awarding the discipline accreditation for the third time in January 2024.

NAPSA is the professional association for pretrial release and pretrial diversion practitioners. Incorporated in 1973, NAPSA's mission is to promote pretrial justice and public safety through rational and evidence-based pretrial decision making and practices.

The NAPSA Accreditation Standards are set forth in the document, [Pretrial Release Program Accreditation Standards Checklist and Guidelines](#), and cover four sections: Personnel Practices, Organization and Management, Pretrial Release Program Standards, and Pretrial Release Program Supervision Standards.

Among several benefits, NAPSA identifies that accreditation contributes to the production of performance-based benefits that provide valuable data, provides opportunity to assess program strengths and weaknesses, and establishes measurable criteria for addressing environmental issues.

In April 2023, Pretrial Services and NAPSA began the process of reaccreditation, which included submission of documentation supporting the established standards and a site visit by NAPSA auditors to conduct a standards compliance audit. A unique feature of this reaccreditation is that the document review and subsequent conversations were all held virtually.

By June 2023, all accreditation standards had been reviewed by the two auditors and the Pretrial Services team. In September 2023, the documentation presented in support of the standards was deemed as satisfactory, and a three-day site visit was scheduled for November 2023. Four Pretrial Services offices and programs were selected for the visit, in addition to JB-CSSD Central Office.

Once in Connecticut, the auditors met with JB-CSSD leadership, including Executive Director, Gary Roberge. On the first day, the NAPSA auditors visited the Hartford Re-Entry Center where they had the opportunity to tour the facilities and meet the dedicated staff who work with referred clients. They also traveled to Hartford



Superior Court where they met with Criminal Matters Chief Administrative Judge David Gold and Judge Peter Doyle.

On the second day, the auditors visited New Haven and New Britain Superior Courts to meet with Pretrial Services staff and Judges Eugene Calistro and Maureen Keegan, respectively. Through their visits they were able to review staff collection of client data and preparation of arraignment court presentations for client-release recommendations.

Finally, on their last day in Connecticut, the auditors visited Manchester's Alternatives in the Community (AIC) program.

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***After their visits, the auditors acknowledged the judges' satisfaction with Pretrial Services and the information provided to make informed decisions on bail. They also noted the excellent relationships amongst Pretrial Services staff and court stakeholders, highlighting the importance of collaboration. In their exit interview, the auditors remarked that JB-CSSD Pretrial Services is the gold standard for pretrial nationally.***

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Pretrial Services is appreciative of all who contributed and supported the efforts to achieve reaccreditation. First accredited in 2003, Pretrial Services will continue to be recognized as a standard through the dedication and professionalism of its staff and its commitment to the mission of JB-CSSD and the clients it serves.

# Pretrial Graduation



2024 Graduation

A class of seventeen newly appointed IAR Specialists (11) and Bail Commissioners (6) assigned to offices across the state completed over 120 preservice classroom hours and field training.

Pretrial Services staff assist the court by providing bail interview and assessment services, pretrial supervision, and administration of diversionary programs. Through their extensive training, these newly appointed staff are well prepared to serve the court and clients.

Highlighted training courses included:

- Ethics and Professional Relationships

- Motivational Interviewing and Client Engagement
- Mental Health and Co-Occurring Disorders
- Substance Abuse and Co-Occurring Disorders
- Finding Calm in the Chaos: Decreasing Stress through Mindfulness
- Foundations in Cultural Competency
- Pretrial Diversionary Programs
- Pretrial Supervision
- Weighted Release Criteria and Financial Bond Guidelines
- General Statutes
- Overview of Level Service Inventory (LSI)
- Hostility in the Workplace

Congratulations to:

<b>IAR Specialists</b>	<b>Bail Commissioners</b>
Lindsley Barrett	Tyler Collins
Jasmine Campbell	Covington Delices
Jermaine Carmichael	Megan Duplice
Jaclyn Greenman	Jessica Fernandez
Gregory Guess	Aiden Kiely
Jason Kramer	Randy Longo
Evan Laferriere	
Shanar Lorthe	
Meghan Sposato	
Alyssa Wargo	
Kelly Whittaker	



# New Graduating Class of Adult Probation Officers



2024 Graduation Ceremony

A class of 39 newly appointed adult probation officers from throughout the state completed over 200 hours of pre-service training to prepare them for duty. Highlighted training courses included:

- Ethics and Professional Relationships
- Level of Service Inventory-Revised (LSI)
- Women's Risk Needs Assessment (WRNA)
- Fundamentals of Risk Based Supervision
- Case Management and Supervision Strategies
- Motivational Interviewing and Client Engagement
- Mental Health and Co-Occurring Disorders
- Substance Abuse and Co-Occurring Disorders
- Orientation to Officer Safety Training Basic Office and Field Safety
- Finding Calm in the Chaos: Decreasing Stress through Mindfulness

A graduation ceremony was held at the State Capitol on January 31, 2024 to memorialize the completion of the training.

# Adult Probation Employee Recognition Awards

The Adult Probation Operations team annually recognizes exemplary performance by probation professionals across the state. The 2023 Employee Recognition Awards were held on September 14, 2023 at the Connecticut State Capitol Building. There were seven (7) categories of employee recognition: Excellence and Mentoring Award, the Award of Honor, Outstanding Support Staff Award, Outstanding Employee Recognition Award, Coaching Champion Award, Award for Collaboration and Teamwork, and The Jonathan Coelho Award.

Recipients received a Challenge Coin and a certificate to commemorate their actions. This year a category called A Probation Success Story was added to recognize probationers who have persevered through challenges in their life and by doing so, have accomplished something of which they can be proud.

Congratulations to the following award recipients:

## Excellence and Mentoring Award



**Julie Kennedy**, Chief Probation Officer I, Hartford-Adult Probation



**Katherine McKeon**, Chief Probation Officer II, Willimantic-Adult Probation

## The Award of Honor



**Ronald Pelliccia**, Adult Probation Officer II, New Haven-Adult Probation

**Act of Valor**



**Patricia Betin**, Adult Probation Officer II, Middletown-Adult Probation

**Outstanding Act**



**William Dinunzio**, Adult Probation Officer II, Middletown-Adult Probation

**Outstanding Act**

## Outstanding Support Staff Award



**Anouchka Sofia**, CSSD Intake  
Assistant, Norwich-Adult Probation



**Juan Gonzalez**, CSSD Intake  
Assistant, Bristol-Adult Probation



**Patricia Lajoie**, CSSD Intake  
Assistant, Danielson-Adult Probation



**Sarah Nightingale**, Adult  
Probation Interstate Compact  
Coordinator, Hartford-Adult  
Probation, IC

## Outstanding Employee Recognition Award



**Rosanna Davila**, Adult Probation  
Officer II, Bridgeport-Adult Probation



**Tami Ford**, Court Planner II,  
Clantonbury-Operations

## Coaching Champion Award



**Matthew Broneill**, Adult Probation  
Officer II, Norwich-Adult Probation



**Sean Collins**, Adult Probation Officer II,  
Hartford-Adult Probation



**Amy Gile**, Adult Probation Officer II,  
Willimantic-Adult Probation



**Patrick Odell**, Adult Probation  
Officer II, Torrington-Adult  
Probation

## Award for Collaboration and Teamwork



**Stephanie Lauer**, Chief Probation  
Officer I, Waterbury-Adult Probation



**Christopher Stoppa**, Chief  
Probation Officer II, New Britain-  
Adult Probation

## The Jonathan Coelho Award



**William Dinunzio**, Adult Probation  
Officer II, Middletown-Adult  
Probation

## A Probation Success Story Award

Rebecca Jones  
Jennifer Spezzano



# Certificate of Employability Success Story

Connecticut offers a "Certificate of Employability (COE)," also referred to as a "Provisional Pardon." A COE is for employment and licensure purposes only. The COE provides relief from barriers to employment or occupational licenses for people with convictions.

In 2014, the legislature passed [Public Act 14-27](#) which authorized the Judicial Branch Court Support Services Division to issue certificates of rehabilitation to grant relief to the recipient from barriers or forfeitures to employment or the issuance of licenses because of a criminal conviction. The certificates must be labeled as a Certificate of Employability (COE), Certificate of Suitability for Licensure, or, if appropriate, both, and establishes a presumption that the recipient has been rehabilitated.

If a person has been issued a COE, by law public and private employers are prohibited from (1) denying employment to a prospective employee solely on the basis of a prior conviction for which the person has received a COE or (2) discharging, or causing to be discharged, or in any manner discriminating against any employee solely on the basis that the person had, prior to being employed by the employer, a prior conviction for which the employee has received a COE.

Persons under adult probation supervision for a minimum of six months are appropriate for a COE if the person is unemployed, underemployed, or in need of employment licensure and is complying with probation conditions, participating in programming to address assessed needs, and is showing improvement in or maintaining stability.

Employment is considered a criminogenic need area and research supports that a justice involved person is less likely to recidivate if stably employed. A COE is an important opportunity to assist a person in completing probation successfully!

Rebecca Jones, a former Norwich Adult Probation client, shared her positive experience with the COE process.

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***Ms. Jones expressed her appreciation for the COE and talked about how it helped with her search for employment. In fact, because of***

*the COE, she said she is “officially an employee of Hartford Healthcare and will be working at the new Rushford location in Willimantic!” Ms. Jones went on to say how grateful she was for the opportunity to prove herself and that the COE ‘saved the day.’ Ms. Jones continues to send positive updates and has been living up to her success story which was highlighted at last year’s Employee Recognition ceremony.*

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