

Sheriff Peter Koutoujian

Keynote Address Talking Points

Employee Recognition Award Ceremony

May 3, 2011

- I would like to thank everyone for attending the Middlesex Sheriff's Office's Employee Recognition Ceremony and for helping us celebrate National Correctional Officers Week.
 - I would like to thank the men and women who will be receiving awards for their dedicated work.
 - But also thank all the men and women of the Middlesex Sheriff's Office for their commitment to public safety.

NATIONAL CO WEEK

- In 1984, President Ronald Reagan designated the first week of May as National Correctional Officers Week to recognize the demanding and dangerous work done by corrections professionals. At the Middlesex Sheriff's Office we have made this week a celebration of all the

men and women who make public safety their personal priority.

- The men and women of this department put their lives on the line on a daily basis to maintain the integrity of the American judicial system, and to ensure public safety across the Commonwealth.
 - Not many people understand the importance of what our employees do each and every day.
 - What goes on behind prison walls all over our country is hidden from the sexy, pop-culture spotlight, except during times of miscommunication, mistake or misconduct.
 - The daily lives saved and peril avoided does not make the nightly news reel.
 - Even though here in Middlesex County, there are success stories every day about an inmate who earned his GED, or another who is accepting sobriety.

IMPORTANCE OF COs

- But Corrections Officers are an integral part of the public safety network
- Deputy sheriffs and correctional officers provide care, custody, and control of the inmates in our facilities.
- The job is all-inclusive and officers learn to adapt their skills to an ever transient inmate population - on any given day they could be called upon to be a doctor, psychiatrist, lawyer, counselor, referee or teacher.
- We deal directly with substance abuse dependency & mental health issues.
- We directly address the all risk factors that elevate a person's potential for committing crime.
- Not to mention the countless community resources we provide: SWAT, K9, Command Center, CWP, etc. - save millions of taxpayer dollars a year
- We provide a major public safety service to the people of the Commonwealth and not many of them know it.

I WILL BE YOUR BIGGEST PROPONENT

- It gives me great pride knowing that the Middlesex Sheriff's Office has such outstanding men and women who are committed to ensuring public safety and who

are devoted in upholding the values and principles of this Organization.

- I am committed to spreading the word about the great work that you do
- I will be your biggest proponent, at the State House, in the media and in the community
- You deserve to be recognized all year round for the great work you do

WE ARE IN IT TOGETHER - WE ARE A TEAM

- It is easy for the public to focus only on the negative things they hear.
- It has been a difficult year for this department
- It is time to come together

SHERIFF DIPAOLA

- The loss of Sheriff Jim DiPaola and the ensuing public scrutiny was undoubtedly a tragic and chaotic time for everyone
- He was a dynamic leader

- He always said, "public safety is our public service" - that philosophy survived the sadness of his passing
- You all prove your strength every day by continuing his work because you know that regardless of adversity, public safety can never sleep, can never go silent, can never stop.
- It is a great testament to everyone here that this organization did not skip a beat during that tumultuous time.

JOHN GRANARA

- One man stepped up, became a leader when he knew those around him were shaken.
- He led this department through its darkest moments and today we all stand here together stronger because of his leadership.
- This man will be leaving us and entering into retirement soon - his dedication to you all and to public safety will always grace the halls of our institutions.
- He has played many roles from, Chief Legal Counsel to Special Sheriff and now Retiree, when and if he decides to leave.

- The admiration and loyalty this man has for the Middlesex Sheriff's Office is something that everyone can learn from. His years of dedicated service and vast institutional knowledge have played an integral role in maintaining and portraying this department in a positive light.
- I'd like to take a moment right now to recognize a man who in the past 3 months has become a great mentor and a great friend;
- Ladies and Gentlemen, I would like to present this plaque to Special Sheriff John Granara - please join me in thanking him for his service.

****APPLAUSE FOR JOHN GRANARA - PLAQUE WILL
BE UNDER THE PODIUM****

- Thank you John, for everything

COMING TOGETHER AS A DEPARTMENT

- I learned very quickly upon becoming Sheriff that this department was full of intelligent, hard-working, skilled people;

- But sometimes the actions of a few can tarnish the good reputation of many;
- A single employee exemplifies the entire department, for better or for worse
- Proves that we are all in this together; We are a professional family working for the same goal: public safety
- My goal is to elevate morale and camaraderie throughout the Middlesex Sheriff's Office;
- Reinvigorate the pride and sense of family that comes with an organization with such a rich tradition, like the MSO.
- In order for this to work we must come together;
- We must refrain from tearing each other down; both publicly and within the department;
- I urge you to see the benefits of communication and open discourse rather than closeted complaining and bickering - we can build upon this department rather than tear it down

WHAT I HAVE DONE TO EQUALIZE THINGS

- From my end, I have attended roll calls to try and meet as many of you as I can; prove to you my dedication
- We will institute promotional exams because you should all know that the only road block to your professional advancement is yourself;
- We have clarified campaign and ethics laws to make sure everyone is playing by the same rules
- I aim to keep open communication from top to bottom; we have a new website and we are launching our own in-house newsletter
- Everyone should know that the concerns or suggestions of a 4-12 shift CO are just as important as those of the Superintendent;
- Go through the chain of command to voice your concerns;
- Officers utilize your supervisors - supervisors utilize your officers

TODAY'S AWARD RECIPIENTS

- Our award recipients today follow that credo - they communicate well and view this department as one machine with many moving parts
- The men and women being recognized today went above and beyond the call of duty;
- They deserve recognition;
- They now have a responsibility to be role models to others.

CLOSING

- But they are not alone - they are highlights, examples of the entire team we have here at the Middlesex Sheriff's Office;
- When one of us succeeds, we all shine - and when one of us fails, we all hurt
- It's an event like these that gives us a moment to step back and reflect upon if what we do each day makes a difference;
- I am here to tell you that yes, you do - and we make a difference together, as individuals AND as an organization

- It means a great deal to me to know that the work of our men and women does not go unnoticed.
- It is part of my duty as Sheriff to promote the men and women of this department; I want to herald your accomplishments to all those outside the walls who do not understand your sacrifice and vigilance.
- But I can only do so if we are together as one voice; as one team striving together toward our goal - ensuring public safety.
- Congratulations to all those award recipients today;
- Thank you to all the men and women of this department for their service; I am proud to be your Sheriff.
- Thank you!