2:00 p.m.

MR. McKAY: This is the afternoon session of the twelfth day of the public hearings before the New York State Special Commission on Attica.

Mr. Liman, will you introduce our witness.

MR. LIMAN: Vincent Mancusi.

VINCENT MANCUSI, called as a witness, being first duly sworn by Mr. McKay, was examined and testified as follows:

EXAMINATION BY MR. LIMAN:

- Q Mr. Mancusi, you are now retired; am I correct?
 - A Yes, sir.
 - Q And you were superintendent at Attica?
 - A I was.
- Q And when did you first become superintendent at Attica?
 - A September 23, 1965.
- Q How many years had you been in the correctional service?
 - A About 29 years previous to that.

Q What other institutions had you 2350 worked at besides Attica?

A I started at Woodbourne. I was promoted to kitchen keeper at Woodbourne. Then to lieutenant at Clinton prison at Dannemora. I also was promoted to captain there.

I was permanently promoted to assistant deputy warden at Auburn. Later to the position of deputy superintendent at Elmira Reformery. And then to warden at Attica.

In the meanwhile I'd also had a tour of duty, about 16 weeks at the Williams prison at Bedford Hills as the commissioner's representative.

- Q How old are you, Mr. Mancusi?
- A Fifty-seven years old.
- Q What is your education level?

A I have a Bachelor of Science in education from the State University of New York at New Paltz and a Master of Arts in correctional administration from St. Lawrence University.

- Q When did you obtain the master's degree?
- A The master's degree was granted in 1957.
- Q So that you took your courses while you were working?
 - A Yes, sir, I did.

Q Could you describe briefly for us 2351 what the duties of a superintendent are?

A Well, briefly it would be to supervise the operation and maintenance of a maximum security prison.

Q To what extent does the superintendent have authority to establish the rules for his own institution?

A He has the ability to establish, with the permission of the commissioner, institutional rules. However, departmental policy and rules are established by the commissioner.

Q And do the rules vary from institution to institution to some extent?

A Yes, there is variance from institution to institution.

Q What kind of staff did you have actually assisting you as superintendent, supervisory positions?

A There were a total of 540 employees with the hierarchy running as follows:

A superintendent, deputy superintendent, assistant deputy superintendent, one captain, five lieutenants, ten sergeants, 373 correctional officers.

The remainder of the employees to make up 540 would be from the various other categories comprising medical, health, farm, power plant--

Q What were the duties of the-

(continuing) -- education.

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What were the duties of the deputy super-Q intendent?

Under the direction of the superintendent Α to operate the institution.

Did he act more or less as the executive Q officer?

He would be the executive officer of the Α institution.

To what extent does the superintendent have control over the people who are hired at the institution?

The majority of employees are hired under civil service. There are a few non-executive positions wherein the superintendent has the authority to hire or fire, but the vast majority of the positions are under the classified New York State Civil Service Department.

Do you have any control over the officers assigned to your institution?

No, sir. Most officers--most vacancies occur in the southern part of the State and officers are appointed to one of the institutions in that area and then put in a transfer to get to the institution which they wish to remain at.

Q Who establishes the budge for the 2353 institution?

A A suggested budget goes to the department. The department goes over the budget. When it meets with their approval, it is then forwarded to the Budget Department of the State.

Q Are you told how much money you have available?

A Finally, yes.

Q But you make a request and then it's passed on in Albany, I take it?

A Correct.

Q What about on the matter of wages paid at an institution, who sets the wages for inmates as well as employees?

A Wages for the inmates are set by the commissioner's office. The wages set for employees are by the Division of Classification.

Q What would you say, Mr. Mancusi, were the main differences between Attica when you came there in 1966 and Attica in early September before the uprising?

A I think that there had been an expansion of certain programs there. The population, I believe, was higher; the educational program had been expanded.

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initiated and was in operation on a pilot basis. A vocational rehabilitation program was jointly funded with the Federal Government, was in operation in order to treat the handicapped throughout the department.

A work release program had been

The dental staff was doubled; there had been one originally and two presently. I think that there had been a decrease probably in the regimentation.

Q Was there a change in the ethnic balance of the population?

A Yes, there were more blacks—at the time that I came there I would say that there were ten per cent less blacks than there were when—in 1971, '72.

Q Was there a change in the average age of inmates?

A I think that the average age had decreased.

We were getting younger inmates.

- Q Was there a change in the length of sentence?
- A Sentences were, as a rule, much shorter.
- Q Was there a change in the geographic origin of the inmates?

A I can't say that there was any appreciable change in this. Because of the trouble in New York City, certain institutions were taking City people and some of the prisoners who would have been housed else-

where were then being housed in Attica. 2355

Some that possibly from--a greater amount from the metropolitan area.

- Q That was because of the overcrowding--
- A In New York City.
- Q Did your prison population increase over the five years in Attica?

A Yes. About a year before the riot, the population had dropped around 1600. Then, because of this New York City situation, our population increased to the point where it was about 2250.

Q Did you feel that there was a change in the attitude of the inmates coming into the institution?

A Yes, I think that there was a great deal higher degree of militancy, of dissatisfaction and I think that this is not unusual because of the militancy on the outside.

Q By "militancy," what do you mean?

A I mean demonstrations on the outside and evidence of militancy which you would see on the inside.

Q Would evicences of militancy be, for example, a sit-down strike or other protests that preceded it--

A I think that you could characterize it in the general climate of the institution, in the behavior

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2356 of the people confined there.

Q Did you feel that people were more discontent with prison in 1971 than when you first arrived?

Yes, I did, and I felt that there were more Α people trying to sow seeds of discontent also.

On the matter of what you were doing for the inmates, you said that programming had been expanded.

In what way had programming been expanded?

Additional educational positions, both Α academic and vocational have been added. A black study course had been instituted. Negotiations had been carried out on a number of occasions to attempt to get college courses at Attica taught in the prison.

We did give college proficiency exams and college credit could be earned. However, this was on a manner of independent study.

Was your school overcrowded? Q

Yes, it was. We could have used more space. We could have used more teachers.

Were your other programs understaffed and overcrowded?

The institution was not overcrowded in that anyone had to double up as far as cell space goes. Everyone had individual cells.

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However, it's my opinion that 2357 population in excess of 1600 results in a decrease in the effectiveness of programs and in the ability to provide programming and the ability to provide worthwhile work.

- Q Did you consider the recreational facilities adequate?
 - A Yes, sir, I did.
- Q Did you feel that the people had enough time for recreation?
- A Yes, I believe that the inmates had more recreational time there than the average man does on the outside.
- Q But did inmates also have more time in their cells than the average man has in his room at home?
 - A Yes, sir. That is true.
- Q Did you feel: that people had too much time in their cells?
- A I felt that it would have been fine to have evening programs. However, they could not be carried out without the proper manpower to do this.
- Q Was there any attempt by you to obtain additional manpower so that cell time could be reduced and programming expanded?

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A Yes, surveys had been made and 2358 presented to the commissioner's office for them.

- Q Who had made the surveys?
- A The institution.
- Q And this was prior to September?
- A Yes, sir.
- Q Do you recall, I know you don't have your records, but do you recall when the last such survey and budget request went in?

A No, sir, I don't, but I know that it was before the riot.

- Q Was it approximately December 1970?
- A I would say that it would be some time in 1971, early perhaps in 1971.
- Q Did you consider the hygiene facilities at the institution adequate?
 - A By "hygiene," do you mean the--
- Q Showers, for example, toilet paper regulations.
- A No. Insofar as the total paper was concerned, this did not become an issue until the complaints were made. It would have been nice to have had the money to give everybody all of the things that they wanted.

As far as the showers goes, provisions were

being made to install showers in the yards 2359 so that they could be had and people received hot water in their cells every day, could have, but because of the way that the institution was constructed with the present facilities, it was impossible to give everyone a shower every day. About 1000 had the ability to have showers every day.

Q I wasn't asking you whether you felt that it was feasible to increase something.

Did you feel that it was adequate to give a man a shower once a day as was the case for about half the population?

A No, I would have preferred to have been able to give it more.

- Q I should have said once a week. I said once a day.
 - A I meant more than once a week.
- Q Did you-by the same token, in answer to the recreation questions, did you make any efforts to improve the recreational facilities?

A I had continuously asked and been turned down for a trained recreational supervisor to handle the recreation at the institution.

Q What about the observation that many people have made that all recreation had to be outside and

for a good part of the year it's very cold? 2360

A This is true. And a gymnasium was in the works as far as the budget goes and was to have been constructed in an area inside the walls. It probably would have been constructed in the next year or two if the program as it was set up by the budget was carried out.

Q Again, do you recall when the plans were made to establish a gymnasium?

A The plans for the gymnasium had been in the works for some years.

Q Why did it take so long to get it up?

A I would assume, sir, that the Division of the Budget had to assess priorities and they probably took the position that they had gotten along without it for so long, they can go another year or two. I don't know.

Q On matters like this where you felt that conditions could be improved, did you protest to Albany at all?

A Well, I certainly had informed them of the need for it and that's one of the reasons why it was in the works.

Q Maybe I could put it this way: That by being in the system so long, did you really come to

accept the limitations of budget and the 2361 futility of efforts at change?

A Well, I think that certainly you realize what the limitations are and you try to do the best job possible under the limitations.

Q Well, speaking of limitations, did you feel that there was effective rehabilitation at Attica?

A Yes, I did.

Q What do you feel was available to rehabilitate the inmate?

A Well, rehabilitation is something that is—
the reason that it occurs is rather nebulous. I believe,
as a result of my experience, that sometimes rehabilitation occurs as a result of the impact of the total
institutional program.

At other times rehabilitation occurs as a result of one segment of the institutional program and at other times, because of the interrelationship with some employee and it might not necessarily be one of the highest priced employees.

But I do believe that rehabilitation did take place. I do believe that if a man wanted to better himself, the opportunity was there for him to do this.

Q You said if a man wanted to better himself.

Was there anything in the program- 2362 ming to motivate a man who required that motivation?

A Well, this is one of the things that the correctional employee must do, is to be a motivator and to try and motivate these people under his care to want to better himself.

- Q Do you think--
- A And I believe that this is done.
- Q Do you think that the average correctional employee makes that effort, Mr. Mancusi?
 - A Yes, sir, I do.
- Q Do you think that they are trained to make the effort?
- A They are not trained as such as I would like to see them trained.
- Q Do you feel that rehabilitation could have been more effective at Attica?
 - A Yes, I do.
 - Q And in what ways and why wasn't it?
- A Well, primarily because of budget and lack of facilities.
- Q And if you had had additional budget, what would you conceive of as a program to rehabilitate people?
 - A I would have worked for additional vocational

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2363 training as well as additional academic training.

Do you feel that the vocational training that was given to employees at Attica assisted them when they got out? I mean inmates.

Yes, I believe that it could assist them when they got out.

Had Mr. Van Buren ever told you that he Q considered the metal shop to be overcrowded and that he found it difficult to give inmates trades in those circumstances?

Yes, he had. Α

Who actually made the decision on where to Q assign an employee to work? An inmate?

In a large correctional institution -- may I digress?

Sure. Q

In a large correctional institution where there is not enough worthwhile work, the administrator is faced with two problems: Should he run an Idle Squad and let two or three or 400 people be idle all the time and probably these people are the ones who need the work more than the others, or should he increase the size of all of the various gangs and take up the slack in this way and reduce the work load of

all?

I chose this way to go--

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Q Which way?

A Instead of having an Idle Squad, to have everybody have some type of assignment. So that the industry would have to take extra men the same as every other work location.

Q There was, therefore, at the expense of giving people who really wanted training the opportunity to get full training?

A Yes, that would have to be at their expense. However, the people that really wanted to get it you had to worry about. They would get it.

Q From all of your experience in prison administration, do you have an opinion as to how many people, what percentage of the people who enter prison really are motivated to want to get training?

A That would be speculation on my part.

Q But it is a valid speculation for prison officials to make in terms of concepts of programming?

A Yes, I would think that would be a valid speculation.

Q What, therefore, would your estimate be?

A If I had to give you an estimate, I would say probably 60 per cent.

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Sixty per cent you felt wanted to Q 2365 help themselves?

- Wanted really to better themselves, yes.
- And do you think that given the conditions at Attica, that you could do enough for that 60 per cent?

I think that that 60 per cent could better themselves, yes.

Q What would they have available to better themselves?

Well, they could go from being illiterate to becoming a high school graduate.

Q As one of the changes over the years at Attica, it was that you were getting a higher degree of literacy in the inmates?

Α Of illiteracy.

Weren't you getting a higher degree of literacy, we see in the figures that more and more literate people were coming into the institutions?

This could possibly be, but our waiting Α list of illiterates was also increasing and this is what I had reference to at this time.

So that you had a waiting list of people Q who wanted to go to school to become literate?

Not necessarily that wanted to. The commissioner has a directive that anyone who tests less than

nine months of the fourth grade is con- 2366 sidered to be functionally illiterate and must go to school.

However, where there are more of these people than you have facilities, you must have a waiting list from which to take these people.

Q And do I understand that there were not enough places in the educational program at Attica for all of the people who were below the fifth grade level?

A That's correct.

Q You said that one thing a person could do would be to go to school.

Who set the structure, the wage structure so that by going to school you received a wage of, I think it was 25 cents a day whereas by working in the metal shop or elsewhere, you could earn more money?

A That was set by the commissioner's office.

Q In Albany?

A Yes, sir.

Q Again, asking your professional opinion, if you want to motivate somebody to go to school, do you think that a reverse wage structure where you get a premium for educating yourself would be in order?

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A higher pay or rate of pay would 2367 Α certainly place a higher value on this.

You said one thing a person could do would be to educate himself.

What else did you offer?

- Academically, that is.
- Q Yes.

Vocationally, there were four vocational Α classes.

- Just to review, that would be the metal Q shop...
 - No, this is separate from this. Α
 - What would the four be? Q

I would say the barber shop, machine shop practice, drafting, blueprint reading.

Approximately how many people, do you recall, could have places in those programs?

Oh, I would say in the barber shop probably 30 to 40. In the other classes, approximately 25.

- Were these 25 each? Q
- Α Each class.
- Q Were these assignments by request of the inmate?
- They might be by request of the inmate. They might be by the recommendation of the Classification

Q Who actually would make the decision on whether somebody went, would it be the superintendent or the level below the superintendent?

A No, it would be levels below the superintendent.

O So you mention now education and vocational training.

What else?

A There was also a small work release, pilot work release program.

- Q How many people did that have places for?
- A Six.
- Q That was initiated during the period that you were superintendent?

A Yes, it was . It was initiated in April '71, I believe.

- Q You say it was a pilot program.
 Was the intention to try to expand it?
- A Yes, sir, it was.
- Q Given the location of Attica, were there many opportunities for work release even if this one had worked out?

A Well, it would require transportation of inmates to Batavia, Rochester, Buffalo. This program

that is in existence was inmates travel 2369 50 miles each day, 25 miles one way in order to work in a factory.

Q And what else, Mr. Mancusi, would you say was available for an inmate who was motivated to help himself?

A Well, in the industrial program, this was a relatively new program. The machinery was new.

The skills that were learned there were marketable and are in use in many areas in New York State.

Q But there people were put against their will in many cases, the metal shop and that's what we mean by the industrial program?

A Yes, that's what I'm talking about, the metal shops.

Q You were aware that the large majority of the people in the metal shop really didn't want to work there?

A Yes.

Q So that they would get very little out of that program.

What about--let me turn for a moment to the 40 per cent who did not want to help themselves.

Was there anything at Attica to induce these people who came in without the attitude of trying to

change their lives, to undertake some kind 2370 of counseling or programming?

A I would say the overall program and the members of the personnel that they would come in contact with or even some members of the inmate personnel who might motivate them.

Q When you say "the members of the personnel that they would come in contact with," that would be mainly correctional officers?

A Yes. Correction officers are the basic unit of the employment staff.

Q So that rehabilitation would, in essence, be left to the correction officers in the case of people who weren't interested in going to school or who couldn't find a place in the school or in one of the other programs?

A Yes, I would say that's fair to say.

Q When you came to Attica, did it have Jim Crow practices?

A I believe that there were some scattered areas where you could probably use this term, although I can assure you that they were no--I changed this wherever I saw it. There were no white jobs or black jobs or red jobs. A man could work in any job that he was qualified for,

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When you came there, were there Q 2371 black and white athletic leagues?

- Yes, there were.
- Did you do anything about that?
- A Yes, I did.
- What did you do? Q

I stopped this as much as I could. You can Α understand that you can't legislate integration and make it effective. However, I said that there must be blacks and whites on teams.

What about job discrimination, did you feel Q when you came to Attica that there was job discrimination?

I don't know that I had any strong feeling about it, but any time that I ran across anything like that, I did away with it.

How would you go about doing away with it if you felt that there was job discrimination?

If I came across--

How would you come across it? What do you mean by that?

Perhaps by happenstance it would be brought to my attention, or in the course of the survey of the institution, this would come to my attention.

To what extent would the complaints of in-Q

mates reach you on these subjects?

A There were boxes in every housing area which were locked and if a man wished to put a note to me in those boxes, they were brought to me.

- Q What would you do if you got a complaint that said there is racial discrimination, or that an officer is a racist? What would your next step be?
 - A I would see an investigation was made.
- Q How would you investigate something like that, because I am sure you got complaints like that?
- A I would direct the deputy superintendent or the assistant deputy to see that the information was gathered concerning this complaint and to bring the facts before me.
- Q Did you have available to you on a regular basis information on the percentages of blacks and whites, Puerto Ricans in various jobs?
- A I kept in my office, I had a board so that the distribution of the population, according to race, was listed. However, I didn't regularly get in my office a daily listing of the distribution according to employment. The deputy superintendent's office would have that.
- Q Did you review these to see what the statistics showed?

A On occasion, yes.

Q Were you aware, for example, of how many black inmates or Puerto Rican inmates had jobs as runners, officers' mess or in clerks' jobs, the good jobs in the institution?

A Over the years in these periodic reviews or it would come to my attention that there was an imbalance in any areas, I would direct the deputy to see this was corrected.

Q When you came there, were there any black inmates in the officers' mess?

A Actually, I'm not sure that I recall that.

Q When you say-you say again, when this would come to your attention, this would come to your attention by looking at statistics or by getting a complaint?

A Or as the result of a trip through the institution and talking to the various either inmates or officers.

Q Still with all of this, it turned out, did it not, that the jobs were, the good jobs were held primarily by white inmates, at least out of proportion to their numbers?

- A If that's true, I'm not aware of it.
- Q You also heard over the years complaints

about the doctors at the institution; am 2374

I correct?

A Yes, I did.

Q What did you do about that?

A I spoke to the senior physician on a number of occasions.

Q What were the nature of the complaints and what was your opinion of the matter?

A In many instances the complaints would result from a lack of communication or perhaps a brusqueness on the part of the physician.

A physician has a rather difficult time in a correctional facility. He has a sick call every morning and very often people go to the sick call for many other reasons than the fact that they are actually ill.

So that he has a problem in separating the fakers from the people who actually are sick.

When I will get a complaint concerning improper treatment or somebody feeling that he wasn't getting treatment, I would investigate the complaint. When I had the facts I would usually meet with the inmate and go over them with him.

Often times, as a result of that, the complaint could be adjudicated immediately, or resolved,

I should say, not adjudicated, resolved. 2375

At other times, there was no basis for the complaints. If there was basis for the complaints, I would direct that proper action be taken.

Q Who would investigate these matters?

A Well, if I had a complaint from an inmate concerning his physical condition, I would ask the doctors to tell me what his physical condition was, according to their records, according to their knowledge.

If it were something that they didn't know,

I would see that this man was examined and treatment

prescribed and so on.

Q When you said you spoke to the doctors about things, you are talking about telling them not to be brusque?

A I did discuss this with a doctor on a number of occasions.

Q This was a continuing problem, I take it?

A I had heard reports to this effect, that sometimes on sick call that there would be large numbers.

We also instituted a new practice which tended to cut down the numbers on sick call. When a man wanted to go on sick call, we made him put his name and cell location down and some of the people who just

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2376 wanted to go to visit friends and what not, wouldn't take the time to do this and it did reduce the number on sick call.

Did you try to get any additional doctors?

Α I tried to get additional psychiatrists, dentists and doctors and two is the quota and we have the two.

Q When you said you tried to get additional, you tried to get on top of these two and are you syaing you couldn't hire them?

I'm saying that we had no budget allocation for more than two doctors.

What about a Spanish-speaking doctor, was Q any effort made to get a doctor who could speak Spanish?

No, sir, there was not.

0 One of the statements made with respect to your administration is that you instituted the screen in the visiting room. Is that the case?

Yes, sir, that's correct. Α

What was the occasion of that? 0

Α Because of the increase in the narcotics problem, I felt that there would be an influx of narcotics in the institution with visiting without the screen.

I did not worry greatly about the introduction

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of knives or metal weapons because of the 2377 metal detector at the front which the visitors had to go through.

- Did you feel that anybody who is determined to pass narcotics to an inmate would not be able to do so through that screening?
 - Yes, I thought that it would be limited.
- Q Because you can get your hands through the screen.
 - Yes, you did. Α
- In order to move it along and give the Commission maximum time for questions, I am going to leave this area now, but I wanted to pose one overall question about it.

I guess that the most basic complaint that you hear from inmates is that they are not treated like men.

Did you hear those complaints when you were superintendent, commissioner--I mean superintendent?

- Very few complaints of this nature. Α
- Well, do you feel that they were treated like men?
- No, I feel that they were treated probably Α just about the way that they asked to be treated.
 - What does that mean?

A It means a matter of interrela- 2378 tionship between the inmate and the employee. If the inmate is cooperative and interested in the program and so on, I would think that he would be treated with a greater degree of interest than somebody who just does it because he has to.

Q You were aware that the younger inmate, a person characterized as more militant was not as prepared to accept the way of doing things in prison as the older inmate; am I correct?

A That's correct.

Q Was the level of tension and frustration high in this institution in the summer of 1971?

A I would say that it had increased, yes.

Q Was it the highest that you can recall?

A Yes, I think that would be fair.

Q Was there apprehension among your staff that Attica might explode?

A I think that there were people that had this idea.

(Continued on page 2379.)

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Were you yourself concerned about Q 2379 the situation at the prison?

A correctional administrator is always con-Α I knew that there were certain people who were working to tear down the system, who would have liked to have seen the institution torn down and I knew if and when the time came, there were enough to do it, that this would happen, although I did not think that this time had arrived.

Q When you say that you knew there were people who wanted to tear down the prison, how did you know that?

Well, as a result of information and intelli-Α gence that was picked up and as a result of literature and writings and so on, that came to my attention.

Would you consider that a person who refused Q to work in a metal shop and enlisted others to engage in a work stoppage to be such a person?

I would consider him to be a serious risk in a correctional population.

Q You realize that you had a number of people in that institution who were not prepared to accept conditions as they were and they were prepared to protest and engage in organized protests against them, am I correct?

Α You are correct.

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What did you do about that situation? Q

Back in June, I believe, of 1971, it came to Α my attention that there were five individuals who had set themselves up as a group who were going to attempt to enlist people to change things and probably in a revolutionary manner rather than an evolutionary way.

These were the people who sent the so-called July Manifesto, is that correct?

Α That is correct.

In that manifesto they said that they wanted Q to effect change and I think I am quoting it, I have it here, in a "democratic manner." You read the manifesto?

Yes, this manifesto was sent in from the out-It had been drawn up in Folsom Prison, California. side. It had been sent in under the sealed mail privilege which was an abuse and then had been tailored to meet the situation at Attica as they saw it.

- Q But they demanded change in that manifesto?
- That is true. Α
- Q What--you say that you became concerned about these people. What did you do?

I requested the Commissioner's office to Α transfer these people to various other institutions.

Was this part of the traditional policy in penal

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2381 institutions to transfer people who were considered to be agitators?

That is true. This is one of the advantages of Α being in a large system. It was my belief that these people had a relatively small following at this time and that before they could recruit a larger following, they should have their base of operations changed.

- Was that the concept behind this policy of transferring, keeping people from developing a base?
 - Yes, that was one of the concepts, yes. Α
- Commissioner Oswald differed from his predeces-Q sors in that he refused this request for a change?
 - That is correct, for a transfer. Α
- That was one approach to the problem, to ask Q that these people be moved. Was there any attempt made to deal with the base grievances that they expressed in this manifesto, many of which appeared in the 28 demands and which were at that time over the bodies of hostages, acknowledged by the Commissioner?

They were checked out and anything that could Α be done at the institutional level to many of those were on the Commissioner's level or had to do with proposal over which--

Well, they had to do with proposal and matters which were either for the Legislature or for the Correc-

tion Department, but they also had to do with 2382 things such as matters we have discussed and showers and soap as well as diet--were there any things here in this manifesto that caused any change or response on the institutional level?

A Yes. There was--pork was not used to the extent that it was before and the diet is one of the things.

- Q Your pork came basically from your own farm?
- A Yes, sir.
- Q And so you were in a real sense wed to a pork diet, am I correct?

A Yes. In feeding an institutional population, at that time we had a daily per capita cost and it was not much, so that it was incumbent upon the administration to feed as well as possible within the limits and by raising your own pork, this could stretch your food budget.

- Q What were--what was the per capita cost?
- A 62 cents a day at that time.
- Q I'm told that that was a figure that produced a diet below the level of the Welfare Department. Did you consider it to be adequate?
- A I can only say that that department at Attica for years had the reputation of being one of the best feeding institutions.

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2383 But that is speaking comparatively. What about looking at it more objectively. Did you consider feeding people on 62 cents a day to be adequate?

It could have been much more adequate with more, I will say that.

Was there a difference in approach between you and Commissioner Oswald on these matters of grievances, inmate grievances?

I don't understand your question.

Well, was Commissioner Oswald more receptive 0 to making changes than you were, sir?

I think that Commissioner Oswald was--had Α planned to make tremendous changes in the department and in fact he had already indicated that.

Were some of these changes, changes that you Q would say you either disagreed with or would have had difficulty adjusting to?

Commissioner Oswald had changes which I dis-Α agreed with, yes.

Give us some illustrations of those, sir. Q

One of the changes with which I disagreed with was the censorship. I feel that the sealed letter and--I feel that in a correctional institution that there should be censorship.

Commissioner Oswald provided for sealed letter Q

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fortunes to lawyers, legislators and that?

Α Yes.

Again, could you give me another illustration and then I will leave that area of differences, leaving it for the Commission to pursue.

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Α That is one of the biggest ones.

Did you receive rumors in July that on July Q 4th there was going to be trouble at Attica?

Yes, I did. And I had every July 4th in all Α of the times that I had been working at Attica and I had been informed that this was true for years before this.

You see, because of the nature of the recreation yards, a man in C-block, for example, recreates in the C-block yard. A man in A-block, in the A-block yard. July 4th is a traveling day. In other words, a man can go to whatever yard that he pleases.

Q Superintendent, did you do anything about it?

Each time that we heard this we made provisions in the event of problems, we had more people on hand. We checked around to see the basis of the information that we had.

Q Did the unity which was demonstrated at Jackson Day create apprehension on your part?

Α Yes, it did.

Were any reprisals taken against the people who Q

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Were any instructions given to your officers Q as to how to behave on Jackson Day?

Not to my knowledge.

Yes, instructions were given to them to cool it and to be extremely careful to see that no precipitating incidents occurred.

Turning to September, had the level of tension subsided?

After the day which you talked about as Jack-Α son Day, it seemed that it had. Things seemed to have cooled off.

Did you feel that you had an institution which was secure considering your frears about various inmates and your knowledge of what the frustrations were?

Yes, I felt that I had an institution that Α was secure but I felt I had an institution that was heavily understaffed. And this--

Were requests made for--Q

Yes, sir. Onda number of instances, in writing, Α by telephone and face to face for an in cease in custodial staff and supervisory staff. Also three surveys had been made which demonstrated this. Starting with in December of 1970. A survey was made at the request of Commissioner Paul McGinness and the Commissionership

was assumed by Commissioner Oswald on January 1st 2386 and the report was sent to him.

Q As a result of all of these surveys, did you get any effective additional staffing?

A I was informed of the budget inadequacies and the budget problems and I did not.

Q Did your staff in fact become reduced in terms of supervisory personnel?

A Yes, it had and if one or two supervisors became ill, which was often the case, this meant that we were not getting even, I would say, the necessary limited supervision.

- Q On September 8th you were in attendance that day at a labor-management meeting, am I correct?
 - A You are.
 - Q That was the day before you planned a vacation?
 - A That's correct.
- Q During that afternoon, did word reach you that there had been an incident in A-yard?
 - A It did.
 - Q What were you told and by whom, if you recall?
- A I believe that a lieutenant came to the door and talked to the deputy. I believe it was Lt. Moroney, and he--an incident occurred in the yard wherein two in-mates were either fighting or horse-playing to the effect

where one knocked the other down and the officers 2387 felt that they were fighting and that they should be keep locked. They called the inmates, the inmates refused to come. The lieutenant went to the one inmate, the other one faded into the crowd. This inmate refused to go with the lieutenant and told the lieutenant, he said, now, old man, you're going to get yours and he squared off at him and he hit him in the chest lightly.

Another lieutenant came along, tried to calm the situation down. They were encircled. In order to soothe things they came out and saw the direction.

Q This is what was reported to you and what was the direction which they were given and by whom?

A The direction was given by myself, I believe, and they were told to let them go, let it go, let it go to dinner, to the night mess and after that the two inmates would be moved to HBZ.

Q Did you believe when you gave that direction that the two inmates who were going to be apprehended and moved to HBZ were the inmates engaged in this squabble in the yard fighting with each other?

A Yes, sir, I did. And at the first time this was brought to my attention, I instructed them to find out who the other one was.

Q They told you that one of the inmates 2388 was known and that the other, they hadn't been able to identify?

A That is correct.

Q And you gave instructions that they should identify the other inmate who was involved in this horse play or fight and if they could, to remove both of them to HBZ?

A After the population was locked in their cells.

Q First, was it unusual to have a situation such as this where an officer was struck and the--and the officers had to back off?

A Yes, sir, it was unusual.

Q Was it unusual to remove inmates to the box not immediately but after they all had been locked in their cells?

A That was not particular unusual.

Q Was there any apprehension on your part in view of the fact the inmates had refused to come in?

That there might be an incident in attempting to remove them?

A No, this illustrated the increase in militancy and increase in tension but at that time I was not apprehensive concerning the other part.

Q Did you remain at the institution until after

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the inmates were removed?

Yes, sir, I did. Α

Were you told that the second inmate was iden-Q tified?

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Α Yes, I was.

And were you told that the one who had already Q been known was in three company and the one who was now identified was in five company?

Α True.

You were not present when they were removed Q to the HBZ?

No, sir, I was not.

Were you told that there was any difficulty in Q removing either of these men to HBZ?

Yes, I was. Α

Who reported that to you and what was the trouble?

I believe it was Lt. Curtis, possibly, that reported that they had had to carry the man, that he had refused to move and it was necessary that the first man The second man-be carried.

- The first man was in three company? Q
- Three company, that is correct. Α

That in taking the second man from five company, that implements had been thrown from the cells and that

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a correction officer had been injured by a jar 2390 or a can or a glass, something of this nature, requiring medical treatment.

Q You believed at that time, again, that the man in five company was the man who was engaged in the fight in the yard?

- A Yes, sir.
- Q When did you learn that it was not that man?
- A At a later date.
- Q Do you know who identified him, I am not asking by memory, was it one of the sergeants or correction officers?

A I was informed by a lieutenant as to the name of the man.

- Q Were you informed of that by Lt. Curtis?
- A Yes, sir.
- Q Did Lt. Curtis tell you that he had come to the yard after the fight had taken place?
 - A Yes, sir, he did.
- Q But he did not tell you who it was who identified the man in five company as having been in the fight originally?
 - A I don't recall that right now.
- Q Were you told that when the man from five company was removed and a jar or <u>can</u> thrown, that there

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24 25 were also threats uttered by fellow members of 2391 that company?

I was told that there was screaming, yes. Α

What were you told the nature of the screams Q and the statements were? Other than profanity.

All I can say and I have to paraphrase it, that Α they were loud and that--unhappy and that they had voiced their disapproval and so on.

Q Were you told that in voicing their disapproval, that there were statements that they were so angry that they would tear up the place the next day?

I have heard that. I don't know whether I heard it afterwards or I heard it that night.

In any event, did you take any precautions for Q the next day?

Α Yes, we had held men over that evening until the institution was closed and that these men were put in HBZ. I checked with the night people on the rounds and the area had quieted. I checked in the morning to see how the first breakfast was and that was normal.

Q Before we get to that, was a decision made as to what to do with the man who had thrown the object which had cut one of your officers?

Yes, it was. It was decided to leave this man in the cell and have him appear for the adjustment committed

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- Who made that decision?
- Α I did.

in the morning.

Can you explain why you decided without an Q adjustment committee to have two people who were engaged in a scuffle in the yard, one of whom had struck a lieutenant, to have them removed to HBZ but to leave in his cell a man who had thrown an object?

Α I felt that this removing the two men at night had caused this commotion and I felt that there was no sense in causing further commotion at that time.

- You say the following morning you checked to Q see how things had gone at the first breakfast?
 - Α I did.
- Was any request which Lt. Curtis made to Mr. Q Vincent to keep staff on or bring them in early brought to your personal attention?
 - No, I don't think so.
- In any event, did you give consideration to keep-Q ing additional staff on in the morning?
- Certainly if there had been unrest in the morning at the first breakfast or indications of unrest, the night shift would have been held. That is the shift that works 12 to 8. This was not done because of the assessment made by the assistant deputy superintendent and the

captain.

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Q When was the first time that you learned that anything had gone wrong the morning of September 9th?

A I would say approximately 8:10, 8:15, in that area.

- Q You had come to the institution that morning by that time?
 - A Yes, sir, I had.
- Q This was the day you were going to leave on your vacation?
 - A Yes, sir.
 - Q So this was a last check of the institution?
 - A No, I wasn't going to leave until three o'clock.
 - Q What were you told had gone wrong at that time?
- A I was told that when they had released five company for early breakfast, an inmate had reached over the shoulder of the officer operating the controls in the lock box and released the keep locked individual who had thrown the jar the night before.
- Q A question has been raised as to how this is possible. Would you describe what the lock box with the levers looked like in A-block?
- A Well, this is a metal box approximately, oh, I would say four feet wide by possibly six feet high which has two rows of levers. It's a Van Dorn locking system

1	and these levers are tripped to open the cell 2394
2	doors or lock them open or lock them closed.
3	Q What prevents an inmate from getting access
4	to them normally?
5	A This box is locked except when an officer is
6	using it.
7	Q Why was it open that morning?
8	A Because the officer was letting the company out.
9	Q And was it normal practice for him to keep it
10	open at a time when inmates were passing?
11	A It was necessary for him to open it to re-
12	lease his company.
13	Q And so it would be open when inmates passed
14	them?
15	A Yes.
16	Q As in normal practice?
17	A Yes.
18	Q You were told the immate had been let out?
19	A Yes, sir.
20	Q What did you do?
21	A I advised them to let him go to breakfast and
22	when they returned from breakfast, rather than turn them
23	into the A-yard to run the whole company into the cell-
24	blocks; when he was confined again, then release the
25	rest of the yard for recreation.

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Q Did five company pose a special problem 2395 for you, Mr. Mancusi?

A A special problem--

Q In terms of apprehension.

A Five company was a company of difficult personalities, I believe you could say.

Q They were put in that company because they were difficult personalities?

A Yes.

Q One policy of the Department of Corrections was to move people out of institutions when they became difficult to handle. That is the policy that you talked of that Mr. Oswald didn't follow. To keep them moving. Was it also a policy to lump together in a--in one company those people who we consider to be difficult persons?

A Sometimes this would occur.

Q Do you consider that to be good policy, sir?

A It depends upon the area, it depends upon the work. Depends upon the individuals.

Q It also, I suppose, depends on the officer.

Was there any special assignment of particularly qualified officers to five company?

A No, you know, as far as assignment of officers go, we are regulated by a union contract and administration has relatively little control of assignments. As-

signments must be given due to seniority or request. 2396

So that this is the job bidding system that we have had testimony about, am I correct?

This is correct.

And you were therefore in a position where you were following a policy of putting together your most difficult cases but yet you didn't have control over the officer who would be in charge of the company?

Unfortunately we are in a position where you do not always have the officer assigned to the job that you would assign him if you had the freedom of action, which we had before unionization.

You wouldn't expect the more experienced officers normally to bid for the more difficult companies?

This is true.

You said you gave instructions that the company was to be permitted to go to breakfast and then returned

Was there any effort to communicate this news to the company or to the man who was in charge of the company that you know of, the officer who was leading the company? Was there any way you could reach him?

I instructed a lieutenant and he took it from there.

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parts of the institution had fallen or had been 2398 taken by inmates and after these calls were received I immediately knew that I had a major disturbance on my hands and I rushed upstairs and sent the women employees out and proceeded to call the deputy superintendent to call the State Police, call the various police agencies and the Commissioner's office.

What was the first thing you did when you got Q upstairs ?

The first thing I did I believe, was to call the deputy superintendent. Then I also called the power house and directed them to blow the whistle.

By the time you called the police, it was a Q matter of minutes?

Α Yes.

By that time did you realize what the dimension Q of the problem was?

Yes, I realized before I came upstairs. I had reports that four blocks had fallen so I know if this were the case that this was a serious major disturbance.

- You had stood by the phone while Sgt. English Q was getting the various calls?
 - Α I stood in that area, yes.
- Was there any riot plan control in effect in this institution?

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Α Yes, there was.

What was the nature of it, was it really Q escape routes basically?

Primarily it was areas of access and egress from the various parts of the institution with keys set up in order to do that so that parties could be dispatched to various areas and necessary actions taken.

Was the reliance in essence in the institution on the fact that the gates would hold and that therefore, any disturbance could be contained to one area?

That is true.

Q And all of the plans were really based on and revolved around that faith on gates?

Well, gates and people and procedures.

Q And you never dreamt, did you, Mr. Mancusi, that Times Square gate would go so quickly?

No, sir, I did not. Α

And were there other gates that you had difficulty with too?

C-block gates. If these gates had held, this Α would have been a different situation entirely.

After you had made the various calls and had Q sent the women out of the building, what did you do next?

We began to attempt assessing the situation with a view toward restoring control.

Q Was there a policy in effect, as you 2400 understand it, with respect to what should be done when hostages are taken?

A I don't know of a written stated policy although all of my training had led me to believe that when hostages were taken that every effort would be made to regain them as soon as possible.

- Q Was there a policy against negotiation?
- A No, there wasn't any policy actually.
- Q Was it sort of an understanding?

A Yes, there was a--I would assume that you would not negotiate. We had often used the learning exercise in training courses and so on that if a hostage were taken, if the superintendent were taken and he came to the gate and a knife was at his back or a gun and they said that if the gate were not opened, that he would be killed, there certainly was a policy that the superintendent's orders under these conditions had no meaning whatsoever and that he would have to take his chances and the gate would not be opened.

- Q I take it, therefore, that if it had been your decision to make, you would not have negotiated but would have proceeded to retake this institution?
 - A Yes, sir. That is correct.
 - Q And while it was your decision to make, did

of all four yards but the main body was in the D-block

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2402 yard. We had not moved further because we did not feel and when I say we, I am talking about Major Monahan of the State Police, that we had such manpower to insure success and we were waiting for further manpower. It developed about the time that the Commissioner arrived that we then had the manpower.

Were you told that in the efforts to retake these three blocks that you succeeded in getting back--two blocks, three including E that you had gotten back, that the forces had met any physical resistance?

Α No, sir.

Q When was it no longer your decision to make whether you would attempt to retake this institution?

In the course of this period, I had had conversation with the inmates who appeared to be leaders of this rebellion--

- Where did you have those conversations? Q
- Α At A=gate in A-block.
- You were standing on one side of the gate--Q

I had gone to the gate with a bullhorn and I was attempting to find out what was going on, who was going--just what the situation was and to try and get injured people out, either inmates or officers and so on.

- Q How were you received?
- Α I had a conversation with about six individuals.