



Contents:

Director Caruso Honored as Ally of LGBT Rights.....2

Re-entry Roundtable3

Facility Consolidation.....4

Mental Health Programs Accredited.....4

Recognizing Teen Depression5

People Make the Difference6

Retirements7

EARLY RETIREMENT MAY RESULT IN MASS EXODUS

Governor Jennifer M. Granholm and state legislators have agreed to a resolution that balances the FY 2010-11 budget. Included in the budget agreement is a state employee retirement incentive package. The package could save \$60 million in the coming budget year with over \$300 million in the next 10 years.

The tentative agreement also includes:

- A 3 percent cut in department budgets.
- A tax amnesty program.
- Reforms of the state's liquor laws.
- Changes to the state's unclaimed property law, allowing the state to take possession of property earlier than in previous practice.
- Refinancing of some state bonds to take advantage of favorable interest rates.



Under the proposal, state employees eligible to retire who agree to retire between October 1 and December 31, 2010 would get a 1.6 percent multiplier on their retirement income instead of the usual 1.5 percent. An "80 and out" provision enabling employees with a combined age and years of service equal to 80 to retire with a multiplier of 1.55 percent of income. Those not choosing to retire would contribute 3 percent of their pay to the retirement system.

The effect of the retirement package on the MDOC has not been fully determined but department-wide, there are hundreds who could take advantage of the retirement incentive, with nearly 100 of those in Central Office. Additional savings would be created by not filling all of the positions vacated by retirements. Nearly 12,000 state employees are eligible and between 3,500 and 6,000 are expected to retire under this plan. At this time, the retirement bill is still awaiting passage.



F.Y.I. is a publication of the Michigan Department of Corrections, Office of Public Information and Communications.

DIRECTOR CARUSO HONORED AS LGBT ALLY AT INTERNATIONAL CONFERENCE

Ally - One in helpful association with another; to act in concert with or unite in a common purpose or belief; a person associated with another or others for some common cause or purpose; a person who associates or cooperates with another - a supporter.

Director Caruso was celebrated as just that at this year's 14th Annual International Conference of Lesbian, Gay, Bisexual and Transgender Law Enforcement and Criminal Justice Professionals, 'A Bridge to Unity,' held in Chicago, IL, in June.

In a letter earlier this year, the conference host - Gay Officers Action League of Chicago (GOAL - Chicago), informed Director Caruso of their desire to honor her with an award at the conference. They explained, "You are well recognized within the Michigan Department of Corrections for your commitment to broadening LGBT inclusion and recognition, and in breaking down barriers effecting LGBT staff; to be sure, you have been equally resolute in ensuring department policies also treat the LGBT offenders under your care and control with respect and dignity. Over the years, as members of your department have told of your leadership and the Department's progress, appreciation for your work as an ally within the Corrections profession has been widely felt. Your support has been influential in reaching out to and attracting the interest of professionals from various other Michigan law enforcement and criminal justice agencies. And more recently with your election as Vice-President, you have continued your efforts within the American Correctional Association - the national organization responsible for accrediting all federal, state and local correctional facilities." Director Caruso received her award at the Saturday evening closing ceremonies dinner. Also honored was actress Sharon Gless (Cagney, of the 1980s TV detective series "Cagney and Lacey"), herself a longtime LGBT supporter and advocate.

While at the conference, Director Caruso also served as a member of an agency administrator panel - a question-and-answer forum addressing agency LGBT workplace issues, along with several other international, national and local law enforcement and criminal justice agency leaders.

And what a difference a year makes! This year, there were a total of eighteen Michigan folks in attendance (more than three times the number of the previous year), including law enforcement and corrections personnel. Attendees represented four different Michigan agencies, several of whom were MDOC staff attending at their own expense. The newly launched Michigan Gay Officers Action League (MI-GOAL) also honored Director Caruso at the Friday luncheon, for her role in making the formation and launch of their organization possible. The conference itself attracted over 300 attendees - the largest ever, from all over the US, Canada and Europe.



From Left: Heather McDonald, R. Cole Bouck, Director Patricia Caruso, James Sims, Janet Conners, Erin Linn, and Carroll Hunter.



RE-ENTRY ROUNDTABLE: SAFER NEIGHBORHOODS & BETTER CITIZENS

Re-Entry Roundtable is a continuing column that provides news, facts, and program successes within the Michigan Prisoner ReEntry Initiative.

TRI-COUNTY (BAY, MIDLAND & SAGINAW) MPRI PROGRAM EMPLOYER MAKES A DIFFERENCE FOR RETURNING OFFENDERS

Since the 1970s, the Zehnder family of Frankenmuth has taken on the mission of supporting former-prisoners returning to the community. Starting with the decision of Tiny and Dorothy Zehnder to put their Christian beliefs in action by supporting returning prisoners, multiple generations of the Zehnder family have followed their lead. Family members have acted as mentors and advocates, in one case even offering to cover the cost of counseling for an individual in need. More frequently, returning prisoners benefit from the way the Zehnder family runs the family business, the Bavarian Inn. Since the 1970s, the business has grown from about 30 employees to over 1,000. Throughout that time, the family has offered employment opportunities to former prisoners.

Judy Zehnder Keller, the daughter of Tiny and Dorothy and current President of the Bavarian Inn, interviews prospective employees herself. She states that you have to be comfortable with hiring parolees, and that there will always be employees who will be afraid. She handles that by being direct, honest and openly expressing her support for the newly paroled employee. For her and her family, this is a 'personal conviction, the right thing to do.'

Judy takes care to ensure that employees are selected based on their ability and potential to succeed, regardless of their background. For example, she agreed to meet one applicant following the recommendation of his parole agent and admits that she "grilled him" at that first meeting.

She admired his attitude and notes that he has settled his score with society, used his prison years effectively, and had the support of family. The agent

told her that in his 27 years he had never called an employer with such a request, so she knew he "must be quite a man." In the end, she was impressed. She states that he has a good future, is very capable, and people enjoy working with him. "He needed a chance and he will be given that here." In fact, he has recently been promoted to a supervisory position.

Judy knows parolees often do not have family support or extensive work skills. Her company includes both business and personal maturity factors in staff performance evaluations. Judy feels that personal immaturity or lifestyle issues can compromise work success, but she also understands the impact of being in prison for a long time.

She is direct with the parolees she has hired and all of her staff, noting that a lack of experience in the world outside of prison could lead to miscommunications early on for parolees in the work setting. Judy is in the

hospitality business. She notes differences based on age or number of years in prison and feels there needs to be a good match between the person and the employer or job. She starts parolees at the entry level to support the development of their maturity process. She handles any issues that might arise with her direct and outspoken approach.

Judy Zehnder Keller and employers like her are doing their part to support both individuals and the community at large by providing opportunities for anyone, regardless of background, to become productive citizens and contribute to the community. Judy explains, "If you have a genuine desire to make it, you need someone to believe in you; you need to believe in yourself and be an example for other employees."





MID-MICHIGAN AND PINE RIVER CORRECTIONAL FACILITIES TO CONSOLIDATE IN MID-OCTOBER

Two facilities in the St. Louis complex will consolidate effective October 17, 2010. Pine River Correctional Facility and Mid-Michigan Correctional Facility will be under one administration with a single control center and conjoined staffing that includes both supervisors and officers. This consolidation is similar to others throughout the Michigan Department of Corrections. The new facility will be called the Central Michigan Correctional Facility (STF).



Pine River (above) and Mid-Michigan (below) correctional facilities will merge to become Central Michigan Correctional Facility

Mid-Michigan Correctional Facility and the other facility in the complex, St. Louis Correctional Facility, have been under one warden for several years but have been considered separate worksites. The consolidation places Mid-Michigan and Pine River under the same administration and also creates one worksite, allowing the Department to operate the consolidated facility more efficiently.



St. Louis Correctional Facility (at left) will be considered a separate worksite from the new Central Michigan Correctional Facility and will have a separate administration and warden.

CARF HAS HIGH PRAISE FOR THE CORRECTIONS MENTAL HEALTH PROGRAM

The Council for Accreditation of Rehabilitative Facilities (CARF) recently surveyed Out-patient Mental Health Treatment (OPT), Residential Treatment Programs (RTP), and the Adaptive Skills Residential Program (ASRP). Surveyors Jim Willis and Julia Dotson visited Alger Correctional Facility, Richard A. Handlon Correctional Facility, G. Robert Cotton Correctional Facility, Women's Huron Valley Correctional Facility (WHV), Kinross Correctional Facility, and Chippewa Correctional Facility, talking to staff and prisoners. Lynn Chenault conducted the administrative survey of all teams at WHV. All teams were surveyed via Electronic Medical Record (EMR). Surveyors were impressed with the range of services the Corrections Mental Health Program (CMHP) offers. They praised the commitment and professionalism of CMHP staff. They were impressed by the cooperative interaction between mental health care professionals and Michigan Department of Corrections staff. High marks were also given to health and safety issues.



While the official report will not be available for six to eight weeks, surveyors did say that CMHP staff should be proud of the services delivered to prisoners in need of care. Gratitude and appreciation go out to all staff for the work they do on a daily basis which resulted in this favorable survey. Job well done!!

TIPS FOR DETECTING TEEN DEPRESSION



Normally, teenagers' moods seem to go up and down over a period of days or even hours. One day they can be happy and talkative, the next day silent and moody. However, teens with the medical condition of depression seem unable to see the positive in anything. As with adults, some or all of the following may be present in a teen who is clinically depressed:

- Agitation, restlessness, irritability
- Fatigue, appetite changes, sleep disturbance
- Difficulty with concentration, memory or making decisions
- Feelings of worthlessness, hopelessness, sadness, or self-hatred
- Loss of interest or pleasure in activities that were once fun
- Faltering school performance, criminal behavior, substance abuse

Depression in adolescents immediately increases the risk of suicide. Not every person who is suffering from depression resorts to suicide attempts, but all who attempt suicide suffer from depression. Call your health care provider right away if you notice one or more of these suicide warning signs with your teen:

- Giving away prized possessions
- Personality change, withdrawal from friends and family
- Risk-taking behavior, thoughts or threats of suicide or plans to hurt self

If you are concerned that your adolescent may be suffering from depression, you can also call

1-800-273-TALK (8255) 24/7 to talk with a suicide prevention specialist.

Another confidential, free and easily accessible 24/7 resource is your Employee Service Program's interactive screening, "Adolescent Depression." Log onto the Employee Service Program Web site, www.michigan.gov/esp and click on "Interactive Screening Program." Follow the prompts to the "Brief Screen for Adolescent Depression." If your results suggest the possibility of depression and/or suicidal risk for your adolescent, you will be advised on how to contact the Employee Service Program to speak confidentially with a licensed Master Social Worker Counselor, or your insurance provider to obtain additional professional services.



References:

- U.S. National Library of Medicine, National Institutes of Health, MedlinePlus. (n.d.).
- Adolescent depression. Retrieved August 11, 2010, from <http://www.nlm.nih.gov/>
- <http://www.nlm.nih.gov/Medlineplus/ency/article/001518.htm>.



**CARSON CITY-CRYSTAL SCHOOLS MEMORIALIZE
2007 OFFICER OF THE YEAR STEVE HOUCK**



On September 2, 2010, the Carson City-Crystal School district dedicated the Steve Houck Iron Eagle Weight Room. Steve, who died of cancer at age 45, was a Resident Unit Officer at Carson City Correctional Facility and was the Department's 2007 Corrections Officer of the Year. He coached the football team and mentored many young men over the years in the weight room, developing their minds and bodies. The community worked together and raised the funds to make many improvements. A large plaque (at right) with Steve's picture will hang on the outside of the building. The players wear Steve's initials on their uniforms and helmets to honor their coach and mentor. Steve's two oldest sons, Caleb and Christopher are on the team.



Photo Credit - Ken Dettloff

**BARAGA EMPLOYEE CLUB GIVES
SCHOLARSHIP TO WORTHY STUDENT**

The Baraga Maximum Correctional Facility Employee Club awarded this year's \$500 scholarship to Samantha Tollefson. Samantha is the daughter of ARUS Todd Tollefson and graduated from L'Anse High School in 2010. Samantha is attending Finlandia University and will be studying nursing.



From Left: Club Treasurer Bob Warr, Scholar Samantha Tollefson, and Club Member Bill Eastman.



**CHILDREN GET BACK TO SCHOOL
WITH NEW BACKPACKS**

Central Office's "Backpacks to School" project collected 66 backpacks this year to assist children in need of new backpacks and school supplies. The collection also garnered 21 boxes full of school supplies. The items were delivered to the Lansing City Rescue Mission which distributes over 1,300 book bags and backpacks each August to families in need in the community. Employee contributions help meet this goal each year. Without giving people throughout the MDOC, who "dig deep into their pockets," in spite of these tight times, this effort would not be possible.



PEOPLE MAKE THE DIFFERENCE



JULY 2010 RETIREMENTS



We wish each of our most recent retirees all the best as they transition into retirement. Their service kept Michigan's citizens safe while helping Michigan maintain its reputation throughout the United States as a leader in correctional policy.

Aalto, M C.....	Marquette Branch Prison
Ali, Chonita L.....	Cooper Street Correctional Facility
Allen, William L.....	Mid-Michigan Correctional Facility
Barbour, Steven C.....	Ionia Maximum Correctional Facility
Berning, Robert L.....	Oaks Correctional Facility
Bigcraft, Steven R.....	Cooper Street Correctional Facility
Bradley, Charlene.....	Ryan Correctional Facility
Brooks, Deborah A.....	Macomb Correctional Facility
Brown, Debra D.....	Newberry Correctional Facility
Carley, William.....	Chippewa Correctional Facility
Cisaruk, Jerome.....	Field Operations Metro Region
Conrad, Debra J.....	Central Office
Cook, Norman H.....	Kinross Correctional Facility
Creisher, Charles M.....	Cooper Street Correctional Facility
Davis, Barry D.....	Newberry Correctional Facility
Dezelski, Leonard J.....	Pugsley Correctional Facility
Didomenico, Ralph E.....	Marquette Branch Prison
Duncan, William D.....	Cooper Street Correctional Facility
Fancher, Gary L.....	Charles Egeler Correctional Facility
Fracker, Michael R.....	Bellamy Creek Correctional Facility
Fragar, Barbara L.....	Ryan Correctional Facility
Gartland, Diane M.....	Women's Huron Valley Correctional Facility
Geister, Michael J.....	Bellamy Creek Correctional Facility
Gordon, Betty J.....	Women's Huron Valley Correctional Facility
Grant, Dixie M.....	Cooper Street Correctional Facility
Gunter, Gail.....	Women's Huron Valley Correctional Facility
Haralson, James S.....	Lakeland Correctional Facility
Helstein, Dale E.....	Marquette Branch Prison
Hepker, John E.....	Gus Harrison Correctional Facility
Hill, Pauline F.....	Marquette Branch Prison
Hoard, Oscar P.....	Carson City Correctional Facility
Hutchinson, Sharron K.....	Field Operations Outstate Region
Itter, Carolyn N.....	Gus Harrison Correctional Facility

PEOPLE MAKE THE DIFFERENCE





RETIREMENTS CONT.

Jones, Keena M.....	Alger Correctional Facility
Kilduff, Marcia.....	Correctional Facilities - Ionia Regional Office
Lauer, Leon	Richard A. Handlon Correctional Facility
Lehigh, Daniel M.....	Kinross Correctional Facility
Malone, Kathleen.....	Cooper Street Correctional Facility
Mazur, Charles A.....	Charles Egeler Correctional Facility
Mcdonnell, Michael J.....	Marquette Branch Prison
Merryman, Mark G.....	Muskegon Correctional Facility
Miller, Jan C.....	Charles Egeler Correctional Facility
Monger, Gary.....	Mound Correctional Facility
Morton, Keith B.....	Charles Egeler Correctional Facility
Nagera, Humberto F.....	Gus Harrison Correctional Facility
Piggott, Terrence E.....	Richard A. Handlon Correctional Facility
Reinhart, Gail P.....	Field Operations Outstate Region
Rogers, Donald E.....	Lakeland Correctional Facility
Saari, Jeanne	Ojibway Correctional Facility
Severance, Vickie L.....	Kinross Correctional Facility
Smith, Marvin.....	Bellamy Creek Correctional Facility
Snyder, Brian W.....	Chippewa Correctional Facility
Spiece, Mary A.....	Florence Crane Correctional Facility
Spurgis, Phyllis A.....	Bellamy Creek Correctional Facility
Steinhaus, Dallas M.....	Chippewa Correctional Facility
Tabor, Mark	Carson City Correctional Facility
Thick, Gary A.....	Michigan State Industries
Trongo, Russell C.....	Michigan Reformatory
Vanbeelen, Jack E.....	Michigan Reformatory
Vennema, Dennis.....	Field Operations Outstate Region
Vercoe, John B.....	Marquette Branch Prison
Wagar, Daniel W.....	Correctional Facilities - Southern Region Office
Waters, William D.....	Marquette Branch Prison
Welihan, Daniel T.....	Central Office
Williams, Daniel J.....	Michigan State Industries
Williams, Gary L.....	G. Robert Cotton Correctional Facility
Williams, Patricia L.....	Mound Correctional Facility
Wolowicz, Susan K.....	Field Operations Outstate Region
Worden, Jean E.....	Charles Egeler Correctional Facility
Wright-Szydowski, Barbara.....	Field Operations Metro Region



PEOPLE MAKE THE DIFFERENCE

