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DIRECTOR SAYS SURVEY WILL RESULT IN TANGIBLE CHANGE

On July 30, I forwarded to you the 2012 Employee Engagement Survey results for the Department of Corrections. As I indicated then, this document offers an overview of the data collected and detailed information on how surveyed MDOC employees feel about their connection with their jobs. There is a great deal of information in the report, and it is my hope you will take time to study the survey results and begin to form some suggestions for raising our engagement measures. This report, as well as the Department of Corrections Heat Map, is now available for your review on the Department's newly created intranet at the following link: <http://intranet.mdoc.state.mi.us/survey/> where you will also find items such as the State of Michigan Dashboard, the Public Safety Dashboard, the Department of Corrections Scorecards and Good Government resources.



Although our action plan for the survey results is still being designed, at a minimum we will be forming diverse focus groups throughout the Department to gather input. It is my profound hope this analysis of employee feedback will lead us to tangible change. For now, it is important to study the results and think about ways to move forward. I join the Governor in the belief that engaged employees will help the State of Michigan reach its full potential.



I look forward to working with you to achieve the benchmarks of a high-performing organization.

Director Dan Heyns



F.Y.I. is a publication of the Michigan Department of Corrections, Office of Public Information and Communications. Please submit articles through your supervisor to John Cordell at [cordellj@michigan.gov](mailto:cordellj@michigan.gov)

Employees can access more information about Open Michigan on the Web at: [www.michigan.gov/openmichigan](http://www.michigan.gov/openmichigan).

## OPEN ENROLLMENT CONTINUES THROUGH AUGUST 31

The Employee Benefits Division encourages you to log in to Self-Service [www.michigan.gov/selfserv](http://www.michigan.gov/selfserv) between August 6 and August 31 to review your current insurance coverage and confirm that covered individuals meet the [eligibility criteria](#). If you do not have access to the Internet, call the MI HR Service Center at 517-335-0529, 877-766-6447 or 711 for Michigan Relay (hearing impaired) to ask questions, obtain information, or enroll over the phone.

The Insurance Open Enrollment materials will be sent to you via email or mail (if you do not have an email address currently listed in your Self-Service account). If you'd like to add your email address, simply login to Self-Service, select **Employment** and then **Work Phone & E-mail** from the left menu; or contact MI HR Service Center for assistance.

**New:** Effective October 14, 2012, the employer's contribution for the State Health Plan PPO will be 80% of the total premium and the employee's share will be 20%.

The employer's contribution for all HMO premiums will be 85% of the total premium up to the amount paid for the State Health Plan PPO. The employee will be responsible for at least 15% of the premium depending on the HMO chosen.

**Beginning on August 6<sup>th</sup>, log in to your Self-Service account at [www.michigan.gov/selfserv](http://www.michigan.gov/selfserv) and use the online enrollment process to:**

- Review your existing insurance coverage and make changes to your current elections
- Add eligible individuals to your insurance coverage
- View insurance rates
- Print or email your confirmation statement

**Note:** Eligible employees wishing to enroll an Other Eligible Adult Individual (OEAI) in health insurance must complete the enrollment process by submitting the [Enrollment Application and Affidavit \(CS-1833\)](#) form and providing all required documentation to the MI HR Service Center by **September 7, 2012**.

The 2012-2013 Insurance Open Enrollment period is your annual opportunity to change your existing [insurance plans](#). For additional information regarding this open enrollment period, please review [www.michigan.gov/employeebenefits](http://www.michigan.gov/employeebenefits). Click on **Insurance Open Enrollment** in the left menu.

## RETIRED HONOR GUARD MEMBER RECEIVES HIS BADGE

Luther Suarez (with badge plaque), who retired from the Department after being involved in a life-threatening car accident in August 2010, received his Honor Guard badge and life membership in the Michigan Department of Corrections Honor Guard on August 4, 2012 prior to the Coast Guard Festival. Suarez was visibly moved by the honor as unit members congratulated him and shared memories about his service with the unit.





## ARU MEMBERS JOIN FUGITIVE TASK FORCE

On July 18, 2012, five members of the Absconder Recovery Unit were federally deputized as Special Deputies and attached to the United States Marshal Service (USMS) Detroit Fugitive Apprehension Team (DFAT) as Task Force Officers. These five members were recognized by the USMS for their efforts in assisting the USMS on many parole absconder and federal fugitive cases that they have worked together. This collaboration will enhance operational readiness and create a safer work environment for MDOC investigators. It also give the MDOC access to equipment and training at no additional cost.

Investigator Ray Demaertelure will be assigned directly to the Detroit Fugitive Apprehension Team (DFAT) and cover the Detroit metro area.

Investigators Chad Bellinger, Ronald Hughes, Steve Schabel and Lt. Charles Levens will be assigned to a newly created task force known as the Detroit Fugitive Apprehension Team-North (DFAT-North). This new task force will include USMS Deputy Tom Kubczak, members of the Michigan State Police (MSP) 3rd District Fugitive Team led by D/Sgt Dave Simon, the Saginaw Police Department as well as the four ARU members. They will cover Genesee County and all counties north up to the Mackinaw Bridge.

The entire task force is comprised of the U.S. Marshal Service, Detroit Police Department, Livonia Police Department, Wayne County Sheriff's Department, Macomb County Sheriff's Office, Michigan State Police, Sterling Heights Police Department, Oakland County Sheriff's Department, Dearborn Police Department, Michigan Department of Corrections Absconder Recovery Unit, Saginaw Police Department, Social Security Administration Office of Inspector General, U.S. Immigration and Customs Enforcement, Bureau of Alcohol, Tobacco, Firearms and Explosives and the Department of Housing and Urban Development Office of Inspector General.



*L to R: ARU Investigators Steve Schabel, Chad Bellinger, Lt. Charles Levens, Ray Demaertelure and Ronald Hughes.*

## PRISON BUILD CONTINUES TO IMPRESS

The Prison Build program at Saginaw under the supervision of Acting Building Supervisor Jared Ayres donated four toddler beds to Shelter House in Midland. The beds will be used in Midland and Gladwin counties for the children of domestic abuse victims. The beds were made from the scrap lumber left over from the recent DNR cabin project. The paint was donated by Home Depot. The charity *Just for Kids* arranged for the donation with Shelter House. Graff Chevrolet of Bay City donated the mattresses. The SRF quilting program created and donated the quilts for the project. This is a great example of what can be accomplished when area agencies, businesses and charities collaborate to help others.



*Janine Outerkirk, Executive Director of Shelter House.*

**MAY AND JUNE 2012 RETIREMENTS****May 2012**

Andersen, Timothy D. .... Central Michigan Correctional Facility  
 Atcher, Lois J. .... Ryan Correctional Facility  
 Beyer, Brian W. .... Marquette Branch Prison  
 Bostic, Deloris D. .... Women’s Huron Valley Correctional Facility  
 Bright, Shelia M. .... Ryan Correctional Facility  
 Carter, Marty ..... Ionia Correctional Facility  
 Charbonneau, Brian S. .... Saginaw Correctional Facility  
 Chartrand, Michelle ..... Richard A. Handlon Correctional Facility  
 Christian, William E. .... Bellamy Creek C.F. / Ionia C.F.  
 Covington, Tanya V. .... Muskegon Correctional Facility  
 Dusenbery, Royal E. .... Michigan Reformatory  
 Flack, Thomas E. .... Charles Egeler Reception and Guidance Center  
 Foster, Geoffrey ..... Women’s Huron Valley Correctional Facility  
 Frodyma, Gary ..... Women’s Huron Valley Correctional Facility  
 Garcia, James ..... Thumb Correctional Facility  
 Goodrick, Robert W. .... West Shoreline Correctional Facility  
 Hensley, Wayne ..... Charles Egeler Reception and Guidance Center  
 Hill, John H. .... Women’s Huron Valley Correctional Facility  
 Hindes, James E. .... Macomb Correctional Facility  
 Horvath, Ray F. .... Charles Egeler Reception and Guidance Center  
 Howes, Carol R. .... Lakeland Correctional Facility  
 Hull, Jon L. .... Charles Egeler Reception and Guidance Center  
 Hunt, Robert D. .... Saginaw Correctional Facility  
 Jackson, Clare F. .... Chippewa Correctional Facility  
 Kelly, John J. .... Cooper Street Correctional Facility  
 King, Gearold J. .... Kinross Correctional Facility  
 Letts, Marilyn J. .... Richard A. Handlon Correctional Facility  
 Looney, Leon E. .... Ryan Correctional Facility  
 Machulis, Mark A. .... Saginaw Correctional Facility  
 Matiska, Sarah J. .... Charles Egeler Reception and Guidance Center  
 Matten, Ronald R. .... Macomb Correctional Facility

**MAY AND JUNE 2012 RETIREMENTS**

Mickelson, William E..... Woodland Center Correctional Facility  
 Miilu, Daniel E.....Michigan Reformatory  
 Olson, Margaret M..... Ionia Correction Facility  
 Pallasch, Michael W. .... Earnest Brooks Correctional Facility  
 Patton, Terry L..... St Louis Correctional Facility  
 Pickard, Kevin M..... Cooper Street Correctional Facility  
 Potter, Robert M. .... Cooper Street Correctional Facility  
 Richey, Heather A..... Charles Egeler Reception and Guidance Center  
 Riley, David..... Calhoun County Parole/Probation  
 Roberts, Constance S..... Pugsley Correctional Facility  
 Russell, John ..... Carson City Correctional Facility  
 Schafer, Timothy J..... Carson City Correctional Facility  
 Shedd, Keith L. .... Lakeland Correctional Facility  
 Smith, Daniel J.....Michigan Reformatory  
 Soeltner, Patrick W..... Richard A. Handlon Correctional Facility  
 Speas, Jeffrey P. .... Carson City Correctional Facility  
 Surendran, Hemamalini ..... Woodland Center Correctional Facility  
 Tackett, Bonnie L.....Lakeland Correctional Facility  
 Tackett, Richard A. ....Lakeland Correctional Facility  
 Ward, Montez L. .... Field Operations – Lawton Place  
 Westerlund, Theron J. .... West Shoreline Correctional Facility  
 White, John D..... Marquette Branch Prison  
 Wickman, Barry L. .... Operations Support Administration  
 Williams, Gregory L. .... Earnest Brooks Correctional Facility  
 Winkler, Richard W..... Kinross Correctional Facility  
 Wright, Michael J. .... Ionia Correction Facility

**June 2012**

Austin, Robert..... Ionia Correction Facility  
 Ballard, Pamela D..... Pugsley Correctional Facility  
 Bauer, Robert D..... G. Robert Cotton Correctional Facility  
 Benson, Janice ..... Women’s Huron Valley Correctional Facility  
 Bouwman, Glenn L. .... West Shoreline Correctional Facility

**MAY AND JUNE 2012 RETIREMENTS**

Brooks, Thomas B. .... Gus Harrison Correctional Facility  
 Bush, Gregg D. .... Chippewa Correctional Facility  
 Butler, Mark ..... Richard A. Handlon Correctional Facility  
 Clarke, Jacqueline A. .... Macomb Correctional Facility  
 Conner, Cornelius ..... Cooper Street Correctional Facility  
 Crumb, Stephen D. .... Oakland County Pontiac Probation  
 Culik, Kirk T. .... Gus Harrison Correctional Facility  
 Debruler, Timothy ..... Charles Egeler Reception and Guidance Center  
 Dege, Mary E. .... G. Robert Cotton Correctional Facility  
 Diggs, Roger W. .... Oaks Correctional Facility  
 Fields, James E. .... Ryan Correctional Facility  
 Foster, Harry J. .... Carson City Correctional Facility  
 Gilmore, Ronald ..... Chippewa Correctional Facility  
 Haas, Helen E. .... Ryan Correctional Facility  
 Hansen, Linda L. .... Alger Correctional Facility  
 Hanses, Dale P. .... Bellamy Creek C.F. / Ionia C.F.  
 Harmon, Michael G. .... Ionia Correction Facility  
 Horrison Proffitt, Marilyn C. .... Parnall Correctional Facility  
 Hunt, Edward A. .... Carson City Correctional Facility  
 Kasper, Kay F. .... Richard A. Handlon Correctional Facility  
 Kirchoff, David F. .... Kinross Correctional Facility  
 Lake, Elaine C. .... Bellamy Creek / Ionia C.F.  
 Lamphere, Michael T. .... Richard A. Handlon Correctional Facility  
 Langin, Richard R. .... Ionia Correction Facility  
 Laprairie, Raymond J. .... Alger Correctional Facility  
 Lewis, Donald M. .... Michigan Reformatory  
 Lynch, William. .... Bellamy Creek C.F. / Ionia C.F.  
 Maki, Richard L. .... Kinross Correctional Facility  
 McArthur, Michael A. .... Women's Huron Valley Correctional Facility  
 McCauley, Daniel G. .... West Shoreline Correctional Facility  
 Mcguirt, Tracy J. .... Cooper Street Correctional Facility  
 Moore, Michael D. .... Pugsley Correctional Facility

**MAY AND JUNE 2012 RETIREMENTS**

Morgan, Daniel O.....	Richard A. Handlon Correctional Facility
Mullikin, David W. ....	Central Michigan Correctional Facility
Parker, Lisa M.....	Newberry Correctional Facility
Partridge, Cynthia S.....	Correctional Facilities Administration
Pelon, Paul A. ....	Richard A. Handlon Correctional Facility
Pietrangelo, Larry P.....	Kinross Correctional Facility
Priskorn, Larry H.....	Kinross Correctional Facility
Reese, Franklin L.....	Cooper Street Correctional Facility
Reno, Dennis J. ....	Central Michigan Correctional Facility
Richardson, Thomas L.....	Thumb Correctional Facility
Rubley, Michael T.....	Lakeland Correctional Facility
Rushing, Joy E.....	Ryan Correctional Facility
Schneider, Timothy.....	Central Michigan Correctional Facility
Schreiber, William J.....	Cooper Street Correctional Facility
Scott, Larry .....	Tuscola Residential Reentry Program
Serfas, Dan E. ....	Macomb Correctional Facility
Smith, Rick A. ....	Earnest Brooks Correctional Facility
Smitka, Frank P. ....	Chippewa Correctional Facility
Surma, Gregg C.....	Oaks Correctional Facility
Thai, Tuong V. ....	Parnall Correctional Facility
Thomas, Deborah J. ....	Women's Huron Valley Correctional Facility
Thompson, Eric H.....	Woodland Center Correctional Facility
Tillman, Frederick L. ....	Earnest Brooks Correctional Facility
Tripp, Barbara.....	Macomb Correctional Facility
Vaive, Larry C.....	Gus Harrison Correctional Facility
Wickerink, Daniel C. ....	Michigan Reformatory
Wood, Cheryl A.....	Saginaw Correctional Facility
Wrisley, Merwin W.....	Oaks Correctional Facility
Youmans, Daniel .....	St Louis Correctional Facility

The Michigan Department of Corrections would like to offer its sincere appreciation for the professional excellence delivered by these men and women. The Department is a better organization because of people like each of them. May they all enjoy long and rewarding retirements.



## **REENTRY ROUNDTABLE**

*Reentry Roundtable* is a continuing column that provides news, facts, and program successes within the prisoner reentry program.

### **Graduates Improve Chances of Success Upon Release**

On June 4, 2012, sixty prisoners from the E.C. Brooks Correctional Facility (LRF) graduated after earning their General Education Diploma (GED) certificate or completing a Career and Technical Education Program. All of the graduates worked diligently in their academic or vocational programs and were celebrated at their graduation by State Representative Joe Haveman (R-Holland), Director Dan Heyns, Deputy Director Tom Finco (CFA), Deputy Director Randall Treacher (OSA), Administrator Ed Mize (CFA Operations), Acting Regional Prison Administrator Michael Curley (CFA), Acting Education Manager Tony Costello, Warden Mary Berghuis, and School Principal Michael Barnett. Also present was renowned gospel singer Wayburn Dean, who provided special music for the ceremony.



*L to R: A/Education Manager Tony Costello, Administrator Ed Mize, Deputy Director Randall Treacher, A/Regional Prison Administrator Michael Curley, Deputy Director Tom Finco, School Principal Michael Barnett, State Representative Joe Haveman (R-Holland), Warden Mary Berghuis, and Director Dan Heyns.*

The graduation ceremony began with a welcome greeting and opening remarks by Principal Barnett. He was followed by Warden Berghuis who thanked all of our guests for taking time out of their business schedules to participate in the program.

The keynote speaker for the graduation ceremony was State Representative Joe Haveman, Chair of the House Appropriation Subcommittee on Corrections. Rep. Haveman provided words of encouragement to the graduating prisoners that hopefully will inspire them in all of their endeavors.

LRF is very proud of the success demonstrated by their graduates this year. It was a very formal ceremony with each graduate dressed in a cap and gown. The graduates were extremely proud as they were presented with their certificate and received a hand shake from Rep. Haveman and Director Heyns.

### **LCRRP Offenders Knit "Halos of Hope"**

Offenders at the Lake County Residential Reentry Program are using their time to support a worthy cause. They are knitting caps and hats of all shapes and sizes and donating them to area cancer facilities. Those facilities provide them to their patients who have experienced hair loss as a result of their treatment.

One offender, Brian Miller, started the project to fill the time between his assigned programming at the facility. Other offenders became interested in the activity and he passed on the skill. There are now five men knitting caps that are donated to two facilities in Reed City and the local hospital in Ludington. The offenders have knitted about 60 caps so far and have named their enterprise "Halos of Hope."

## **Prisoner Reentry**

