



F.Y.I.



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THE SURVEY STARTS ON SEPTEMBER 9!

This year's Employee Survey will take place from September 9 - 23 and your participation matters. Last year, close to 60% of all State Employees responded to the survey and with your help, that number will be higher this year. I hope that you will take this opportunity to make a difference in the Michigan Department of Corrections. Remember, the survey is completely confidential.

The survey should only take about 5 minutes to complete. Your input is very important and essential to making a better MDOC.

The **SOM 2013 Employee Survey Website Link** Intranet site has a wealth of information for State of Michigan employees. Go to <http://inside.michigan.gov/employeesurvey/Pages/default.aspx> and check out the site. It has great FAQs; three short videos, the top five reasons to take the survey, your Department's actions as a result of last year's survey and last year's survey report.

So why take the survey?

1. You need to tell us if we are making progress. We need to understand if our efforts are paying off.
2. We want to create a work environment that gives you the best chance to do your best work.
3. The Governor, Lt. Governor, and your Director have made the employee survey and addressing your feedback one of their highest priorities.
4. You are on the front lines and in the best position to provide feedback.

SURVEY (Continued on page 2)



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 Russ Marlan at marlanr@michigan.gov

Employee Survey 2013

My Voice, MI Future

Mark the dates! The 2013 State of Michigan Employee Survey will take place from September 9 - 23, 2013. We are counting on each of you to step up and speak out!

SURVEY (Continued from page 1)

This is your opportunity to make a difference in how state government operates in the future.

5. Your responses are anonymous so you can be free to provide your opinion
6. Every voice counts! Your input will shape a better future for you, your organization and state government.
7. This is your opportunity to make real change and improve customer service and business outcomes for all of Michigan.
8. Your responses to the survey tell us if we are all doing the right things to make this a better environment for all of us to do great work.
9. You're the best person for the job! Only you possess your knowledge base and perspective. You tell us where improvements are needed.
10. Addressing your feedback is of the highest priority to leadership.

Recent changes were made to network security to allow all State Employees to watch YouTube videos. However, we are hearing from some employees that they cannot view the YouTube videos. If you are having trouble viewing these videos, please put in a trouble ticket with DTMB or contact the Department's Automated Data Systems Section (ADSS) at PROBPAR-OMNI@michigan.gov.

You are also invited to watch a short video on the Employee Engagement Survey featuring two MDOC employees. Here is the link: <http://www.youtube.com/watch?v=BeJgbyzrSnc>.



The graphic features a group of diverse people in business attire standing in a line. In the foreground, a woman in a dark suit is smiling and holding a pen to her chin. The background is a gradient of orange and yellow. The text 'your opinion counts' is written in a large, bold, black font. Below this, a QR code is visible. To the right of the QR code, there is a blue banner with the text 'Take the survey on September 9th through the 23rd My Voice, MI Future'. In the bottom right corner, there is a logo for 'Good Government' with sub-elements: 'Performance Management', 'Service/Process Optimization', 'Change Management', and 'Employee Engagement'.

your opinion counts

Take the survey on
September 9th through the 23rd
My Voice, MI Future

Performance Management Service/Process Optimization
Good Government
Change Management
Employee Engagement





EMPLOYEE SPOTLIGHT: Q & A



In the Spotlight

Employee Spotlight profiles some of our remarkable staff who have done an outstanding job serving the citizens of Michigan. I absolutely recognize that our employees are the greatest asset to this organization and key to the Department's success. I know from my visits across the state and interactions with many of you that this agency is filled with extraordinary people with inspiring stories to tell. I am hopeful that some of you find these employee showcases meaningful and a worthwhile addition to the FYI.

Thank you,
Director Heyns

**Employee Spotlight
Renee McKinney, 50**



Current Position: Special Education Teacher, Thumb Correctional Facility

Started with MDOC: 2005

College: Eastern Michigan University - Bachelor's Degree in Special Education

Hometown: Holly

Family: Married with two daughters

Q: What did you do before you came to the MDOC?

McKinney: I taught for 10 years in the community. I taught at public schools, charter schools and Catholic schools – mostly elementary education.

Q: You went from teaching Catholic school children to teaching state prisoners. Was that a difficult transition?

McKinney: Not really. There is definitely more structure in the correctional setting. But I think that structure definitely helps to make the prisoners more successful in school.

Q: How did you end up working for the MDOC?

McKinney: I saw a posting for a special education teacher at the Thumb Correctional Facility. I never knew anyone who worked for the Department of Corrections, but I was looking for some stability in my career. I remember during my interview they asked me if I had any questions. I said, "Yes, will I be teaching murderers?" Will Riley was on the interview panel and he said, "Yes, and what do you think about that?" I said, "Well, I'm still sitting here." They gave me a tour of the facility following the interview and I just felt like this was the place for me. I didn't know where my teaching career would take me. When I started, I thought I would be working with kids my entire career. But, I really enjoy working with this population and feel like I really make a difference in the lives of my students here.

Q: What did your family and friends think of you leaving Catholic/public schools to teach in a prison?

McKinney: They were supportive and now they can see how happy I am. I also truly think my background working in Catholic schools really helps me in the position I'm in now.

Q: Don't you miss having your summers off?

SPOTLIGHT (Continued on page 4)



SPOTLIGHT (Continued from page 3)

McKinney: Ah, who wouldn't? But, it was a good trade for the stability here. Plus, I had summers off when my daughters were young so that was a good thing.

Q: *Is it hard to teach prisoners?*

McKinney: Yes, it can be challenging. Some of them come in with some very low scores which adds to the challenge. However, many of the prisoners I have taught have reached the realization in their lives that it is time to turn things around. Most prisoners want to learn and that feels good as a teacher.



Q: *Do you like your job?*

McKinney: Yes, I really enjoy my job and I'm proud to work for the MDOC.

Q: *What are your hobbies?*

McKinney: I stay pretty busy with my girls. My youngest loves to shop (she gets that from me) so we do plenty of that. We also have a cabin in Kalkaska and go up there occasionally. We also have a hunting cabin on 11 acres in the U.P. that is for sale. Call me....

Q: *Do you have any funny stories about teaching prisoners?*

McKinney: Yes. One time I had the class play Monopoly to teach them about math and handling money. One of the prisoners got the "Get Out of Jail Free" card and handed it to me with a smile on his face and said, "Look what I got Ms. McKinney." I told him, "Don't even think about it."

Q: *Tell us something unique about you?*

McKinney: Well, I got married twice to the same man. It's not exactly what you think. We got married by a judge in New Mexico while visiting my husband's parents. I was working at a Catholic School at the time and when I got back to work, I told the School Principal I got married. She told me my marriage was not recognized by God because a judge performed the ceremony. So, my husband and I got married again three weeks later at the Catholic Church by the school priest. We now celebrate two anniversaries every year!

Q: *What's your favorite part of your job?*

McKinney: Seeing my students succeed and pass the GED test.

Q: *Have you ever experienced a dangerous situation at work?*

McKinney: I did find my first shank a couple of months ago. It was during a mobilization and I found it in a boot while searching a housing unit.

Q: *Teachers search housing units?*

McKinney: During a mobilization, we do whatever they need us to do. On our annual mobilization, we were working in the chow hall helping to prepare food. We all enjoy helping out however we can.

Q: *Do you have a catch phrase that is uniquely yours?*

McKinney: Yes, "keep it legal." I tell all the prisoners that on their way out the door!



(Continued on page 5)





SPOTLIGHT (Continued from page 4)

Q: Are we doing enough to prepare prisoners for life on the outside?

McKinney: I think it's getting better every day. There are some very good changes going on right now in the Department of Corrections.

Q: Do you have any ideas for improving employee engagement within the MDOC?

McKinney: Having the opportunity to get to know people who do what I do at other correctional facilities would be great. I recently went to a conference for special education teachers from across the state. It was a great learning opportunity and talking to other teachers was extremely worthwhile. Another idea would be giving employees the opportunity to do something new or different in their jobs every once in a while.

FOCUS GROUP FOLLOW-UP WITH DIRECTOR HEYNS

During the week of August 12, a number of employee focus groups were held in Lansing. These groups were comprised of employees who serve in various classifications at work sites throughout the Department. These sessions were facilitated by PricewaterhouseCoopers (PwC), an outside agency working with the Department, to solicit your input and perspective to help create a more engaged and effective work environment within the MDOC.

First, I want to thank the staff who took time out of their busy schedules to participate in these invaluable focus group sessions. I also want to give you an update on progress since the focus groups were held. We are currently working on solutions to address what we have been learning from the recent focus groups held in August. Our leadership team will also be working with PwC on September 17 and 18 to discuss ways to improve a number of areas across the Department including:

- Decision making and including your voice in the decision process
- Recognition of your individual efforts
- How to better redesign work processes to streamline operations
- Communications, feedback and collaboration at all levels of the Department.

I will provide you with additional details and share with you the results of these discussions in an upcoming issue of FYI.

Thanks again.

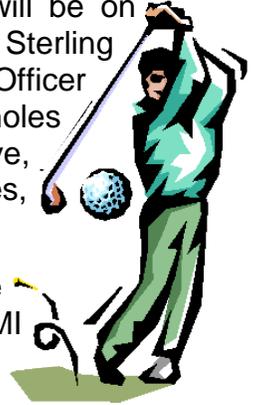
Director Heyns





SECOND ANNUAL CLARENCE HAMMOND MEMORIAL GOLF OUTING COMING SOON

The Second Annual Clarence Hammond Memorial Golf Outing will be on September 20, 2013 at Rammler Golf Club, 38180 Utica Road, Sterling Heights. The outing will raise funds for a scholarship fund for Officer Hammond's children. The cost is \$60 per person and includes 18 holes with cart and a hotdog lunch at the turn. Prizes include longest drive, \$15,000 for a hole-in-one, putting prizes, closest to the pin, raffles, and door prizes.



To register, please send check or money order to the Clarence Hammond Memorial Golf Outing Fund, P.O. Box 18, Clawson, MI 48017. The first 18 registered teams will play. For questions or assistance, contact S. Gamboti at 586-749-4900 Ext. 472.

PEOPLE MAKE THE DIFFERENCE

DRF OFFICER SAVES A BOY'S LIFE

Officer Patirck Leavitt, of Carson City Correctional Facility, was presented with a Lifesaving Award for rendering first aid to a choking toddler in a local home improvement store. Officer Leavitt stated he heard a loud scream in the store and responded to find the young boy choking. His mother and father were attempting to dislodge a foreign object from the child's throat by using abdominal thrusts. Officer Leavitt told the father he had training in first aid through his job with the Department of Corrections and he believed he could help the man's son. The father handed his son to Leavitt who observed that the child was lifeless and his lips were blue. Leavitt turned the toddler over and gave him the heel of the hand thumps between the shoulders to dislodge any item blocking his airway. Something came out of the toddler's mouth and he started taking wheezing breaths. Officer Leavitt placed the toddler in the recovery position and monitored the boy until EMS arrived.



L to R: Warden Willie Smith, Officer Leavitt, and Director Heyns.

MDOC HONORED FOR SUPPORTING MNG

The Michigan National Guard recently recognized the Michigan Department of Corrections for their assistance and support. The Department supported the activation of Department Analyst Todd Butler, who serves as a Specialist in the Guard attending Officer Candidate School, to assist with recruiting efforts from July 12-19, at the Ionia Free Fair and the Greenville Recruiting Office. Staff Sergeant Jeff Groom acknowledged the support, presenting a certificate and plaque to Director Dan Heyns.



L to R: Director Heyns, S/SGT. Groom and Todd Butler.



**BATTLE OF THE BADGES BLOOD DRIVE**

Staff from the Field Operations Administration - Metropolitan Region came together to answer the American Red Cross emergency call for blood and supported the first annual Battle of the Badges by giving blood on Friday, August 16, 2013 at the Lawton Parole Office in Detroit, MI. Over 30 Parole/Probation Agents, Field Service Assistants, and Metro Region Management team members volunteered to give blood to this worthy cause. Agent Jason A. Hall, the event coordinator, stated that "this blood drive is only the beginning for the Lawton Parole Office. We expect this event to only get bigger, in our continued efforts to help those in need." Tanya E. Smith, Manager of Donor Resources Development said, "We rely on organizations like the Michigan Department of Corrections to help meet the constant need for blood and we are truly thankful for the continued partnership as we host additional drives."

**PEOPLE MAKE THE DIFFERENCE****SECC IS COMING! BE THE DIFFERENCE!**

The State Employee Charitable Campaign runs September 9 - October 11, 2013. Are you ready to help out your favorite charity? Here are some fast facts about the campaign:

- State employees donated over \$850,000 during last year's campaign. Those funds supported over 1,200 qualifying charity agencies.
- Just over 8% of all state employees participated.
- Average donation over the year through payroll deduction was about \$225 dollars per participating employee.

So how does our Department measure up?

Department of Corrections employees collected over \$127,000 during the campaign. Only the Department of Human Services did better, at \$142,500.

But we can do better. We can bolster our donations and our number of donors, and we can beat the other Departments by every measure.

- The MDOC has about 13,500 employees, yet only about 1,000 participated - a rate of 7.4%. The State Police, Agriculture, Human Services, and Transportation employees all did better. In fact, the MDOC was fifth from the bottom in employee participation.
- We also only averaged about \$126 annual donation per person, second to the bottom and nearly \$100 below the average. Yikes! We can definitely do better.

Corrections professionals are a very giving group, and that's great because through the SECC, there is a charity out there for virtually everyone. If you support a great cause, chances are it's listed.

To prepare for SECC, go to www.misecc.org and review the charities, review the benefits of giving and get yourself prepared to outshine every other state Department this year. With your support, the MDOC will be at the top of the class - and charitable organizations will have the resources to help those who are in need.





RETIREMENTS - AUGUST 2013

PEOPLE MAKE THE DIFFERENCE

Akkanen, Nanette B.....	Kinross Correctional Facility
Allen, Karen L.....	Cooper Street Correctional Facility
Bancroft, Richard E.	Michigan Reformatory
Baum, Dale A.	Parnall Correctional Facility
Bosley, Darryl Q.	Pugsley Correctional Facility
Bracey, Dennis	Carson City Correctional Facility
Bumstead, Jody L.....	Chippewa Correctional Facility
Bush, Stanley	West Shoreline Correctional Facility
Charlton, Bruce J.....	Charles Egeler Reception and Guidance Center
Chilcote, Duane	Bellamy Creek Correctional Facility
Coffelt, Kenneth N.	Special Alternative Incarceration
Dillard, Margaret J.	FOA Metro Region - Southwest District Probation
Fink, Randall L.....	Lakeland Correctional Facility
Fouty, Douglas R.....	Gus Harrison Correctional Facility
Fowler, Richard L.	Carson City Correctional Facility
Gwin, Donald L.....	CFA Southern Region - Jackson
Halfman, Timothy J.....	Carson City Correctional Facility
Kyser, Douglas C.....	Charles Egeler Reception and Guidance Center
Lajimodiere, Debra A.....	Baraga Correctional Facility
Marquardt, Gary V.....	Baraga Correctional Facility
Maynard, David	Bellamy Creek Correctional Facility
McDaniels, Ron D.....	Marquette Branch Prison
Morin, Kim R.....	Pugsley Correctional Facility
Newell, Janice E.	Chippewa Correctional Facility
Pandya, Haresh B.	Bureau of Health Care Services - Ionia
Perez, Jesus.....	Gus Harrison Correctional Facility
Perry, Ellen K.....	West Shoreline Correctional Facility
Peterson, Brian W.	Chippewa Correctional Facility
Priskorn, Rodney W.....	Kinross Correctional Facility
Sarles, Scott T.....	Kinross Correctional Facility
Seidelman, Jacque	Richard A. Handlon Correctional Facility



RETIREMENTS (Continued on page 9)





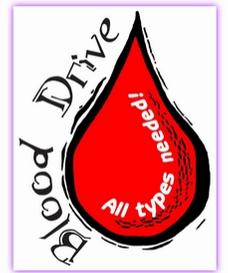
RETIREMENTS (Continued from page 8)

- Swenor, Scott A.....Marquette Branch Prison
- Vancourt, Joseph C..... Carson City Correctional Facility
- VanStempVoort, Phillip D..... Muskegon Correctional Facility
- Wallace, Rhoda M.....Earnest C. Brooks Correctional Facility
- White, Gerald A..... Central Michigan Correctional Facility
- Wojnaroski, Linda C..... Chippewa Correctional Facility

PEOPLE MAKE THE DIFFERENCE

CENTRAL OFFICE BOOK/BAKE SALE AND BLOOD DRIVE SUPPORT AMERICAN RED CROSS

Central Office holds frequent blood drives and part of that effort includes bake/book sales. Proceeds from those sales go toward gift cards for our blood drive donors. At the end of the year, the blood drive committee will donate any remaining funds to a local food bank. The latest book/bake sale raised nearly \$470, which is a record for Central Office blood drive fundraisers. The Central Office blood drive on August 17, 2013, collected 35 pints. Way to go!



WORK BEE HELPS COWORKER IN NEED

Recently staff at KCF organized a Work Bee to cut firewood for an employee who has fallen medically ill. The nature of his illness prevents him from doing anything of a physical nature, let alone cutting wood for the upcoming winter season. So many officers decided to organize a volunteer work bee to help out this employee in need.



“We had an awesome turn out at the work bee,” states Officer Melissa Gustafson, “I can’t say it enough.....we have amazing staff here at KCF.” Approximately 40 current and retired officers donated their time and equipment, while many others who could not attend sent food and drink for the work crew. The employee’s brother and sister stopped by and were just amazed and so thankful to all those who showed up to help their fellow employee. Reports are there was 23 cords of wood cut and stacked by the work crew and they got it all done in 2 hours 45 minutes.

“That’s just what we do here at KCF,” said Warden Duncan MacLaren. “I’ve seen this type of volunteer support and selflessness from so many current and former KCF employees throughout the years.” “We always seem to pull together when another employee needs our help.” “These individuals are to be commended for all their time and efforts in helping this employee in his time of need.”





**ARU RECEIVES ADVANCED TRAINING
TO ENHANCE UNIT SAFETY**

Several members of the Absconder Recovery Unit (ARU) were invited to attend the Michigan State Police (MSP) RAID Entry training course at Fort Custer at no cost to the Michigan Department of Corrections. Members spent three days in training, which consisted of several key topics: Conducting RAID Entry Briefings, Tactical Combat Casualty Care, Building Clearing, Arrests Involving Vehicles and a Live Fire Exercise. The training incorporated videos involving officers having been shot during raids or house searches. The videos included interviews from actual downed officers who were very candid about what went wrong and how their mistakes could be avoided by other law enforcement agencies.

During the live fire exercise, investigators had to move through a course without stopping while engaging targets to their left and right. They also had to conduct live fire magazine changes while moving and without taking their eyes off of the threat. The live fire was an eye opener to most of them, because in the past, they shot from a static line to engage targets. This course developed shooting accuracy while moving.

ARU and the Training Division are collaborating to send all ARU investigators through the training in the future. The training was a great course and it built on concepts that ARU investigators received through a training program at Kellogg Community College last fall. The course was taught by members of the MSP Emergency Services Team.



L to R Standing: Chad Bellinger (ARU and Eastern District USMS Task Force Member), Ron Hughes (ARU Eastern District), Arnold Patrick (Flint PD and Eastern District USMS Task Force Member), Tom Kubczak DUSM (USMS Task Force Team Leader), Steve Schabel (ARU and Eastern District USMS Task Force Member). **L to R Kneeling:** LT Charles Levens (ARU and Eastern District USMS Task Force Member) and Dave Sharp (ARU and Western District USMS Team Member).
Not pictured: Ken Harrington (ARU).

OCF PRISONERS CLEAN UP LOCAL CAMP

A prisoner crew from Ojibway Correctional Facility spent a couple of days in August helping to clean up "Camp Josh," a property just outside of Ontonagon, MI. The camp is a recreational outdoor retreat for physically challenged children and adults. It will allow the participants to enjoy camping, hunting, fishing, woodworking and wooded trails for motorized and non-motorized activities on the property.

Warden Linda Tribley approved a prisoner work crew to assist with a cleanup after being asked by an individual involved with the non-profit organization to help make the camp more accessible to the disabled individuals the camp is intended to support. The prisoner crew spent a couple of days at the neglected property mowing the lawn, removing brush, pruning trees/shrubs, and hauling gravel/rocks to help carve out paths and handicap accessible areas so the campers can access the pond and river. The crew also completed some maintenance and cleaning of the log cabin on the property including power washing the decks, shampooing carpets, cleaning windows and screens and removing several bee's nests.

Warden Tribley was invited to a picnic/meeting at the camp and was showered with hugs and tears of appreciation from the campers and organizers for how wonderful the property looked. The campers will be able to move around the property much easier because of the efforts of the prisoner workers.

