



# F.Y.I.

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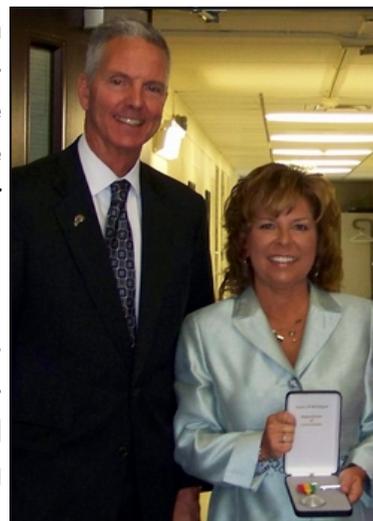
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## AWARDS AND RECOGNITION

### Meritorious Service Awards

**Cold Case:** On October 2, 2013, Director Dan Heyns recognized Field Agent Sandra Neuffer-Witte (*pictured at right*) with a Meritorious Service Award for her actions which ultimately lead to the closure of a 2005 “cold case” involving the murder of a young woman.



Following a tip regarding possible illegal behavior, Neuffer-Witte initiated a home call on a probationer on her caseload which resulted in the discovery of an illegal marijuana growing operation and the confiscation of several firearms including some automatic weapons.

During the investigation, the probationer disclosed that his brother had the machinery available to make the weapons fully automatic. Further investigation lead to the arrest of the probationer’s brother on weapons charges. During the trial on those charges, the probationer’s brother admitted to helping a friend bury a young woman and admitted that he was too afraid to come forward with the information because of a possible reprisal from his friend. Ultimately, this information lead to the discovery of the woman’s body, bringing closure to a case that had remained unsolved since 2005.

Agent Neuffer-Witte’s efforts to follow up on the initial tip and her continued thoughtfulness and decisive actions started a series of events which solved the case, giving a family closure regarding their daughter. Her actions and conduct provide an outstanding example of dedication and professionalism that the Department is proud of. Neuffer-Witte is a probation officer in Shiawassee County.

**Human Remains Found:** On March 29, 2013, Metro Region Absconder Recovery Unit Investigator Bodashia Clarke encountered someone fitting the de-

**AWARDS** (Continued on page 2)



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## AWARDS (Continued from page 1)

scription of an absconder while patrolling with the U.S. Marshal Fugitive Recovery Task Force she is assigned to. While determining a positive identification for the absconder, the person said that they wanted to report a dead body they had discovered. Task force members gathered information and reported it to the Detroit Police Department, who searched the area but found nothing. However, Clarke followed her intuition, believing the man had, in fact, had found a body. After more questioning, the task force accompanied the man to the area and found the human remains. The task force then turned the scene over to Detroit Police detectives. Clarke's professionalism, diligence and determination are commendable and her actions were a great example of interagency collaboration.



*Investigator Clarke and Director Heyns*

### Valor Award

**Protecting A Fellow Employee:** On July 24, 2013, Jennifer Shields of the Macomb Correctional Facility responded to an officer who had been attacked and injured by a prisoner. Upon arrival at the scene, the officer was lying on the floor bleeding, and the prisoner who assaulted him was standing nearby, prepared to continue the attack. Without hesitation, Shields requested help while placing herself between the prisoner and the injured officer to prevent further attack. Shields also began providing emergency aid to the officer. The outstanding professionalism shown by Shields in the face of hostility and adversity is a testament to her personal and pro-

fessional integrity and the Department is proud to have employees of her caliber.



*L to R: Regional Prison Administrator (RPA) Bruce Curtis, Warden Ken Romanowski, Jennifer Shields and Director Dan Heyns.*

### Lifesaving Awards

**I Can't Breathe:** Midland County Parole/ Probation Office Secretary Susan Sauer received a Lifesaving Award for her actions on April 18, 2013. While eating lunch on that day, a coworker began choking. Sauer responded immediately, determining that the coworker could not breathe, she then provided abdominal thrusts, dislodging the airway obstruction and allowing the coworker to breathe again. Sauer's sincere concern for the well-being of her coworkers is commendable. Her actions, staying calm and acting quickly to apply her skills to the situation, resulted in saving a life.



*L to R: Director Heyns, Kim Ade (who was choking), and Sue Sauer.*

*(Continued on page 3)*



**Dislodging an Airway Obstruction:** On May 3, 2013, while monitoring the chow hall, Officer Michael Groves observed a prisoner begin choking. He immediately went to the scene, assessed the situation and administered multiple abdominal thrusts, which dislodged the airway obstruction. The prisoner was then able to breathe again on his own. He was sent to Health Care for further assessment and returned to his housing unit without need of further medical treatment. Groves' quick actions avoided a potentially life-threatening situation. His dedication to duty is a testament to both his personal and professional integrity.



*L to R: RPA Bruce Curtis, Officer Michael Groves, Warden Ken Romanowski and Director Dan Heyns.*

**Suicide Attempt:** On July 8, 2013, while working at the Macomb Correctional Facility, Officer Robert Tatro and Officer Michael Freeman responded to a duress call from the segregation unit. Upon arrival, they found that a prisoner

had attempted suicide by wrapping bedding around his neck and the light fixture of his cell. The two officers immediately entered the cell and lowered the prisoner to the floor. They assessed his condition and began providing emergency first aid. Health care staff arrived on the scene and took over providing medical treatment to the prisoner. Their quick and decisive actions clearly assisted in saving the prisoner's life, demonstrating a level of professionalism all employees should strive to achieve.



*L to R: RPA Bruce Curtis, Warden Ken Romanowski, Officer Robert Tatro (above), Officer Michael Freeman (below) and Director Dan Heyns.*



## HOCKEY GAME TO BENEFIT OFFICER HAMMOND'S FAMILY



The MDOC Black Knights, a volunteer hockey team comprised of Michigan Department of Corrections employees, is hosting a hockey game to support the family of fallen Corrections Officer Clarence Hammond. The First Annual Officer Hammond Hockey Game will be on January 4, 2014 at 7:30 p.m. at the Mt. Clemens Ice Arena, 200 N. Groesbeck Hwy, Mt. Clemens, MI. Please come out and support your hockey team and the Hammond family.





**EMPLOYEE SPOTLIGHT: Q & A  
WITH STEVE ARMSTRONG**



**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:  
Steve Armstrong, 61**



**Current Position:** Building Trades Leader at CFA Southern Region Office

**Started with the MDOC:** 1998

**Hometown:** Mason

**Family:** Married with four sons and two daughters.

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

**Armstrong:** I worked for Wyeth Corporation in Mason for 26 years until the plant closed. One of the other firefighters on the Mason Fire Department worked for the MDOC. His name was Dennis Whipple and he worked Regional Maintenance in Jackson. He told me about the job and that the Department was hiring. It sounded like a good job so I applied and got the job.

**Q:** *Are you still a firefighter?*

**Armstrong:** Yes. I have been with the Mason Fire Department since 1974, and my grandfather and uncle were also with the department in the past. I was also a reserve police officer for the Mason Police Department for 15 years.

**Q:** *Do you like being a volunteer firefighter?*

**Armstrong:** Yes, I really like it. In fact, my 19-year-old son just joined the Mason Fire Department.

**Q:** *Have you ever been injured fighting fires?*

**Armstrong:** Not seriously. I have had nails go through my boots and into my feet and have suffered heat exhaustion and frost bite. One time, we were fighting a fire at a restaurant and I was heading toward the front door to enter the building. I dropped my glove as I was getting ready to go in the door, and I stopped to pick it up. Just then the front door blew off the building. If I had not dropped my glove, I would have been in the building at that time. I think everything happens for a reason and God was looking out for me that day. I have had some close calls over the years, but I have never been seriously injured.

*SPOTLIGHT (Continued on page 5)*



**SPOTLIGHT** (Continued from page 4)

**Q:** *What has been one of the coolest things you have been a part of?*

**Armstrong:** We had a family from Kosovo living in Mason, and they had family members from Kosovo come to visit them. The family came to the firehouse and talked about how bad their fire equipment was in Kosovo. At that time, we were getting a new fire truck, and we talked about possibly donating our old truck to the Kosovo Fire Department. There was a lot of discussion, and donations were made by individuals and businesses. So, we ended up shipping our old truck over to them, and a couple of us firefighters flew over to Kosovo to train them on how to use the truck and equipment. It was a pretty amazing experience. Their equipment was pretty bad, and their ladder truck was an old military truck which was in bad shape. In fact, their firehouse didn't even have running water. They were like little kids when they got our old equipment. Everywhere we went, we were treated with the upmost respect.

**Q:** *What is your average day like working in Regional Maintenance?*

**Armstrong:** Traveling to other correctional facilities and doing roof inspections and repairs at the Jackson facilities, conducting hazardous materials inspections, servicing fire alarm systems, conducting sprinkler inspections and doing fire extinguisher annual reviews. I probably spend 75% of my time repairing roofs.

**Q:** *Do you like your job?*

**Armstrong:** Yes, for the most part it has been a very good career. I just want to say that we have really good people working in Regional Maintenance. They work hard and do excellent work. They do things not because they want to look good, but because they take pride in their work and want to do a good job.

**Q:** *What is your favorite part of the job?*

**Armstrong:** Meeting people from other facilities who enjoy their work and are positive people.

**Q:** *What do you mean by "positive people?"*

**Armstrong:** Something I noticed when I came to the Department was that the environment we work in, and sometimes the way management treats employees, tends to breed negativity. If there was more positivity, staff would feel much better about their work environment, moral would improve and that positive influence would filter down to inmates.

**Q:** *How can the Department do a better job of maintaining our facilities?*

**Armstrong:** More preventative maintenance work. I know money is tight and that can be difficult to do, but always putting out fires is not the best long-term plan. Investing in preventative maintenance will save money in the long run.

**Q:** *What advice would you give the person taking over your position someday?*

**Armstrong:** Be self-motivated and do the best you can. Work hard and follow the rules and procedures.

**Q:** *Who is your hero?*

**Armstrong:** My grandfather and grandmother Austin. They both had a great outlook on life and taught me a lot.

**Q:** *What do you like to do in your spare time?*

**Armstrong:** I enjoy visiting with my kids and grandkids, fishing, golfing and going to the deer camp once a year in Munising. My vacations are visiting my kids as they live in Arizona, Kansas, Washington and Colorado.

**Q:** *Final thoughts?*

**Armstrong:** It was an honor to be considered for this, but I am part of a team of people doing a good job. My colleagues should be recognized for the tremendous job they do too. Oh, and I hope everyone has a safe and wonderful holiday season.



## **SMT GARDEN PROGRAM SUPPORTS LOCAL FOOD BANK; OFFICER RECOGNIZED FOR HIS EFFORTS**

Since Parnall Correctional Facility's (SMT) vegetable garden was planted this spring, a team of three prisoners have been responsible for maintenance - fertilizing, weeding, planting and harvesting food produced in the garden. The garden produced tomatoes, peppers, zucchini, watermelon, cucumbers and squash, most of which was donated to the Jackson Interfaith Shelter. The SMT horticulture program provided the initial plants to plant the garden with seedlings from the green house.



*L to R: Officer Bridgewater and Warden Randall Haas.*

Officer Stuart Bridgewater was instrumental in encouraging good work ethic with the three prisoners who took ownership of the garden. The collaborative effort gave prisoners experience, kept them busy on a valuable project and raised morale throughout the facility.

Bridgewater took at least eight truckloads of produce to the Jackson Interfaith Shelter on his own time. The shelter's residents were extremely appreciative of the donations and of Officer Bridgewater's dedication. For his efforts, Officer Bridgewater received the *Good Government Symbol of Excellence* from Warden Randall Haas.

For more on the project, please visit: [http://www.mlive.com/news/jackson/index.ssf/2013/10/prisoners\\_grow\\_fresh\\_vegetable.html](http://www.mlive.com/news/jackson/index.ssf/2013/10/prisoners_grow_fresh_vegetable.html)

## **MUSKEGON CROSSFIT FUND-RAISER HELPS DIVE TEAM**

Muskegon Correctional Facility's Kristoffer Maddox (pictured at far right) understands that personal fitness is an important part of being a professional corrections employee. He also knows how important donations can be to volunteer groups that serve the community. That's why Maddox's workout studio, Muskegon CrossFit, held the *Isaiah "33" Memorial Crossfit Competition*, raising \$1,532 in memory of Montague teen Isaiah Townsel, who drowned in Duck Lake in July 2012. Proceeds from the fund-raiser were donated to the Muskegon County Sheriff's volunteer dive team. The team, which is funded solely through donations, will use the funds for training and equipment.



*L to R: Muskegon County Dive Team members and MDOC employee Kristoffer Maddox. (Photo Courtesy - MLive.com/Muskegon)*



**MDOC TORCH RUN TEAM BLAZES A TRAIL FROM COPPER HARBOR TO STERLING HEIGHTS**

The 2013 Michigan Department of Corrections Law Enforcement Torch Run Team did an extraordinary job, raising over \$11,000 for Special Olympics Michigan this year. The two main goals of the Law Enforcement Torch Run (LETR) are to raise funds and to create awareness for the athletes who participate in Special Olympics Michigan (SOMI). This money will help cover the costs of uniforms, training and sporting equipment for Special Olympians throughout the state.

The LETR began its 750 mile relay run in Copper Harbor on September 9, and finished on September 13 in Sterling Heights. Three teams completed the five-day relay, running around the clock for Special Olympics Michigan. The teams were made up of staff from the Michigan Department of Corrections, Michigan State Police, and Fraternal Order of Police. This year, the MDOC team consisted of eight runners including: Team Captain Brian Murray - Human Resource Developer, Pugsley Correctional Facility; Laura Matthews - Corrections Officer, Muskegon Correctional Facility; Stephen Salladay - Field Agent, Osceola County Field Office; Ange-



*Front Row L to R: Laura Matthews, Karen Solgot, Angela Childs and Brian Murray. Back Row L to R: Stephen Salladay, David Katz, Jorg Erichson and Derrick Henning.*

la Childs - Mental Health Unit Chief, Saginaw Correctional Facility; David Katz – Supervisor, the Specialized Supervision Unit; Karen Solgot - Psychologist, Detroit Reentry Center; Derrick Henning - Corrections Officer, Clinton County Jail and Jorg Erichsen - Corrections Officer, Macomb Correctional Facility.

Team members raised money through online donations, T-shirt sales, raffle tickets and other various fund-raisers at their work places. Fund-

raising continued during the run, with team MDOC raising over \$1,000 during run week. The team would like to thank their friends, co-workers, family, and community for donating to such an amazing cause. If you would still like to donate, please visit <https://www.firstgiving.com/somi/runweek2013>.

If you are interested in joining the Law

Enforcement Torch Run, you are invited to attend the 2014 Kickoff Conference at the Grand Traverse Resort and Spa. **Registration is due December 10.** For more information, please contact Andrea Rachko via email: [rachk1am@cmich.edu](mailto:rachk1am@cmich.edu) or phone: (989) 774-3911.

**SHARE YOUR POSITIVE PERSONAL STORIES**

Personal Portrait shares the personal accomplishments and actions of our employees. If you know about something an employee has done that deserves some praise or credit, let us know! Email the story and photos to [marlanr@michigan.gov](mailto:marlanr@michigan.gov). F.Y.I. will share their story with the rest of the MDOC family.





## MDOC R.N. RECOGNIZED FOR OUTSTANDING ACHIEVEMENT

On November 15, 2013, Newberry Correctional Facility Registered Nurse Karen Malicoat received the 2013 AIM Outstanding Achievement Award from the Michigan Department of Health - AIM (Alliance for Immunizations in Michigan). Karen received this award based on her work in promoting the use of MCIR (Michigan Care Improvement Registry) in the correctional setting. MCIR was created in 1998 to collect reliable immunization information and make it accessible to authorized users online. In 2006, MCIR was expanded to include adult immunizations.



*L to R: NCF Health Unit Manager Sandra Blakely, AIM Co-Chair Lisa Hahn and RN Karen Malicoat.*

Karen previously worked at Thumb Correctional Facility and recognized the benefit of implementing MCIR due to their housing of youthful offenders. By simply accessing the Michigan Department of Community Health website, she was able to determine if an offender had already received many of the immunizations required upon entry into the MDOC. This action saved staff time avoiding duplicating unnecessary work, and saved money avoiding immunizations offenders did not need.

Karen transferred to Newberry Correctional Facility in December, 2011 and continued to promote the use of MCIR. She approached HUM Sandra Blakely about her previous experience with MCIR and desire to implement use at NCF. Initially, a Performance Improvement study was conducted on offenders under the age of 30 that transferred to NCF within a one-month period. Upon completion of the one-month study, it was determined that by checking MCIR to verify previous immunizations, NCF had saved over \$800. Karen's actions resulted in something that could provide significant savings to the MDOC and is currently being implemented in all health care clinics. Congratulations to Karen Malicoat on her 2013 AIM Outstanding Achievement Award.

**PEOPLE MAKE THE DIFFERENCE**

## ALGER EMPLOYEE WINS PURE MICHIGAN PHOTO CONTEST

The winner of the PURE MICHIGAN photo contest for 2014 is Carla White of Alger Correctional Facility. Carla works in the mailroom and serves on the Law Enforcement Torch Run Executive Committee. Her photo of a sunset over Lake Superior will be used for the 2014 Spring Travel Guide and other publications advertising Michigan Travel. Please see below attachment from Pure Michigan.



<http://www.michigan.org/pressreleases/sunset-over-lake-superior-named-winning-pure-michigan-moment/>





## **METRO REGION 'SOLE STEPPERS' MAKE STRIDES AGAINST BREAST CANCER**

Breast cancer is the most frequently diagnosed cancer in American women, excluding cancers of the skin. If the current rate stays the same, women born today have about a 1 in 8 chance of developing breast cancer at some point during their lives.

On October 13, 2013, over 40 Parole/Probation Agents, Field Service Assistants, and Regional Management from Detroit Metro District Office (Lawton Parole) and Lahser District Probation participated in the Annual 5K *Making Strides to End Breast Cancer Walk* at Ford Field in Detroit. The two offices raised over \$1,100. This group was appropriately named the "Sole Steppers."

Agent Tiffany M. Doby, Event Coordinator, stated that she wanted to participate in this great event so women over the age of 40 will make sure they take preventive measures by getting annual mammograms.

Prior to the walk, the Sole Steppers attended a kick-off luncheon at Detroit Metro District Office (Lawton Parole) that included a raffle of various gifts to women who had their mammogram in 2013. In addition, the team took time to remember those loved ones who had battled cancer.

Agent Doby stated that she would like for more regional offices to join the Sole Steppers in making strides to end breast cancer. Let's Help Finish the Fight!! Please visit [www.cancer.org](http://www.cancer.org) for more information on local walks in your area.



PEOPLE MAKE THE DIFFERENCE

## **RMI EMPLOYEES DONATE LOCKS TO KIDS**

Three employees from Michigan Reformatory's Health Services Unit and two daughters of one of the employees are each without at least eight inches of the long locks, but for a great cause. The hair went to Wigs 4 Kids, which gives free wigs to any kids who need them, said Crystal Croel, who recruited coworkers to grow and donate their hair to the non-profit organization based in the Detroit suburb of St. Clair Shores. The wigs go to children suffering from hair loss due to cancer, alopecia, burns and other conditions.



*L to R: Teresa Richter, Kaiyah Page, Alecia Page, Chloey Page and Crystal Croel. (Photo courtesy - Ionia Sentinel-Standard)*



**RETIREMENTS - SEPTEMBER 2013**

<b>Employee</b>	<b>Facility Description</b>
Adams, Gary W.....	Pugsley Correctional Facility
Armentrout, Eric N.....	Saginaw Correctional Facility
Bannester, Dave .....	Charles Egeler Reception and Guidance Center
Bates, Penny L.....	Women's Huron Valley Correctional Facility
Bigelow, Ronald G. ....	Bellamy Creek
Block, Michael A.....	Macomb Correctional Facility
Carlson, John W.....	Marquette Branch Prison
Chase, Richard B.....	Chippewa Correctional Facility
Copeland, Henry .....	Macomb Correctional Facility
Crisp, Stanley A. ....	Pugsley Correctional Facility
Gaereminck, Donna L. ....	FOA Outstate Region - Arenac County
Heath, Roger L.....	Gus Harrison Correctional Facility
Howe, Douglas C. ....	G. Robert Cotton Correctional Facility
Jackson, Arthur H.....	Michigan Reformatory
Levesque, Mary .....	Carson City Correctional Facility
Luther, Glenn A.....	Baraga Correctional Facility
Mendoza, Lori A.....	Bellamy Creek Correctional Facility
Moffett, Quitman L.....	St. Louis Correctional Facility
Mortensen, Carl .....	Kinross Correctional Facility
Ostrovich, Steve.....	Woodland Center Correctional Facility
Pancheri, Mark J. ....	Kinross Correctional Facility
Peeper, Luanne J.....	Michigan State Industries - Grandview Plaza
Pung, Mark A. ....	Carson City Correctional Facility
Saarinen, Adrian H.....	Cooper Street Correctional Facility
Schmidt, Paul H. ....	Chippewa Correctional Facility
Wheeler, Ivan R. ....	Carson City Correctional Facility
Wilcox, Jeffery M.....	Kinross Correctional Facility
Woodland, Gail L. ....	CFA Southern Region - Jackson
Young, Margaret M. ....	Carson City Correctional Facility