



F.Y.I.

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MDOC GIVING BRIGHTENS THE HOLIDAYS FOR THOSE IN NEED

The Michigan Department of Corrections (MDOC) is always ready to help those in need. The charitable nature of our employees is commendable and seems to be magnified during the holidays. Here are some examples throughout the Department of our employees coming together to make a difference in the lives of those among us who are in need.

GVP Third Floor Work Units Support Three Families

Each year, employees of the Parole Board, the Field Operations Administration (FOA) and the Office of Parole and Probation Services organize a gift-giving project. Working with Cristo-Rey Community Center in Lansing, the work units identify families in need and then purchase some items that the families desperately need, as well as some “fun” gifts for each of the family members. Often, these families request things like food, cleaning products, and paper products. This year, the work units supported three families in need, one having eight members.

The gift tags to be filled are placed on two Christmas trees on the 3rd floor of Grandview Plaza and people pull tags and fill them as they wish. This year, the MDOC staff filled 78 gift tags for the three families. It’s all done voluntarily and it’s always a huge success. The employees go above and beyond what is requested simply because they are aware of the great need for these families.



As a side-project, the employees also decorate the Christmas trees with mittens, gloves, scarves and hats that are then donated to the Lansing City Rescue Mission a couple days before Christmas. Staff put a great deal of effort into this project to make it special for others. Their generosity and enthusiasm every year is **phenomenal** and it makes the holidays special for all involved.

Lawton Field Office Collects Toys for Tots

Each year, the United States Marine Corps embarks on a mission to collect new, unwrapped toys during October, November and December and distribute those

HOLIDAY GIVING (Continued on page 2)



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HOLIDAY GIVING (Continued from page 1)

toys as Christmas gifts to less fortunate children in the community in which the campaign is conducted. This year, FOA Metro Region's Lawton field office collected over 100 toys to donate to the mission. Field Agent Jason Hall Sr. organized the effort.



L to R: Ryan Fisher, Matthew Rummel, Michael Goines, Tasha Leno, Jason Hall, Sr., Cyndi Izumi, Cynthia Simon, Sabrina Fletcher, Geneva Spivey-Barnett, Kathie Harvey, Sybil Hill, Ronald Haygood.

Gus Harrison Correctional Facility Employees "Adopt" Two Families Over the Holidays

Gus Harrison Correctional Facility's (ARF) holiday fund-raiser was used to "adopt" two single mothers who are both students at Jackson College in Adrian. The first mom has two little girls, six-year-old Rhea and four-year-old Eva. The other mom has a little girl named Ashlee who is three-years-old. The facility spent a combined \$700 on the two families. They also donated \$200 to the Daily Bread Food Bank in Adrian and purchased supplies for some of the Head Start classrooms in Lenawee County.



L to R: Stacey Brussow, Andrew Richards and Jill Richards deliver gifts.

Corrections Officer Jill Richards, who organizes many of the facility's fund-raisers, offered her thanks to everyone at ARF who helped in 2013, especially Officer Stacey Brussow, who helped shop for, wrap and deliver the gifts, Administrative Asst. Virgil Webb for setting up the adopted fami-

lies through Jackson College, helping with the delivery and getting some photos, and her husband, Officer Andrew Richards for his support throughout the fund-raising activities.

Detroit Detention Center "Adopts" Two Families for Christmas

The Detroit Detention Center (DDC) adopted two local families during the holidays. Gifts were delivered on December 23, just in time to make a big difference and put some big smiles on the faces of those in need.



Central Office Employees Support St. Vincent Angel Tree in a Big Way

Over 75 Central Office and FOA Outstate Region employees filled 158 Angel Tree cards during the 2013 holiday season, providing gifts for children ranging from 8 months to 17 years old. An astounding 71 of the gifts purchased were in the \$11-30 range. This effort was a dramatic improvement over last year, more than doubling the number of gift requests that were filled. The generosity was astounding, with many people filling multiple cards or purchasing multiple items to fulfill a request, like five books instead of one, etc. Jennifer Keller, who works in the Labor Relations Office, led the effort and was assisted by Wendy Rademacher from Personnel Services.



Jennifer Keller proudly displaying over 150 gifts and wrapping paper for the St. Vincent Angel Tree Gift program.

(Continued on page 3)



Southwest District Probation Office “Adopts” a Family for the Holidays

The Southwest District Probation Office Committee participated in the Adopt-A-Family Program, presenting the Wiley family with the generous gifts donated by their amazing and supportive office staff.



Newberry Correctional Facility Giving Tree Project Benefits 23 local Households

Newberry Correctional Facility (NCF) staff raised \$564.00 by sponsoring a baked goods raffle and participating in dress down days, in addition to donating gifts to the 2013 NCF Giving Tree Project. This project benefited 45 children and two elderly individuals in 23 different local households.



Carson City Employees Adopt Six Families, U.S. Troops Over the Holidays

Carson City Correctional Facility (DRF) adopted six families this year, which included 22 children and 15 adults. Along with the gifts, each family

received a box of hygiene and household items and a gas card! Thanks go out to all DRF employees who donated, shopped, wrapped and delivered the gifts.



Special thanks to Officer Doug Leik, Lieutenant Tom Kapustka, and Captain Brad Kilchermann for helping organize the effort.

DRF staff also put together a holiday care package for about 20 U.S. Army troops currently stationed in Afghanistan. The holiday care package included photos of the employees showing their support, decks of cards, Christmas Hershey kisses, candy canes, Crystal Light drink mixes, hot cocoa mixes, tea bags, Chex mix, turkey jerky sticks, Slim Jim sticks, peanut butter, Christmas Oreo cookies, chocolates, deodorant, and Christmas cards for each service member.



DEPARTMENT APPOINTS NEW LEGISLATIVE LIAISON, COMMUNICATIONS SPECIALIST

The Michigan Department of Corrections is pleased to announce the appointment of Kyle Kaminski (pictured at right) to the Legislative Liaison position in the Director’s Office, effective January 2, 2014. Kyle brings to the Department a wealth of legislative knowledge and experience, most recently working as a policy advisor in the Senate Majority Policy Office.

As the Department’s Legislative Liaison, Kyle will assume responsibility for coordinating legislative activities and advising the Legislature on issues relating to Department policy, procedure and practice.

Kyle replaces Jessica Peterson who was appointed to the communication specialist position within the Office of Public Information and Communications. Jessica will assume responsibility for producing the F.Y.I. newsletter, handling internal communications, and maintaining the Department’s Web site and social media accounts.





SURVEY RESULTS SHOW IMPROVEMENT, MORE PARTICIPANTS, AREAS OF NEED



The results of the 2013 State of Michigan Employee Survey are in and employees can review them on the Department's Intranet site at the following link (State Employees Only):

<http://intranet.mdoc.state.mi.us/survey/>

Director Dan Heyns would like to thank all of the Department employees who participated in the 2013 survey. The survey is an excellent way for employees to confidentially provide their input on how we can create a more engaged and effective work environment at the Michigan Department of Corrections. The survey is also an important part of the Governor's reinvention of state government.



This was the second year for the Employee Engagement Survey, so there is now baseline data for comparison purposes. The 2013 survey results revealed some very positive signs:

- The participation rate rose significantly from the 2012 levels. The MDOC increased the employee participation rate by 8% (from 48% in 2012 to 56% in 2013).
- The State of Michigan's overall employee engagement index rose from 3.79 in 2012 to 3.83 in 2013. Employee engagement is defined as the strong and positive connection between a person and his or her job.
- The Department of Corrections' employee engagement index rose at a greater level than the overall State rate (from 3.38 in 2012 to 3.46 in 2013).
- The number of MDOC Champions increased from 18% in 2012 to 21% in 2013. Champions are defined as employees with a high level of engagement and

high likelihood of staying with the agency.

- The number of MDOC Captives decreased from 68% in 2012 to 63% in 2013. Captives are defined as employees with a low level of engagement and a high likelihood of staying with the agency.

The areas within the survey that witnessed the greatest increase from 2012 to 2013 for the MDOC are:

- *"I would recommend the State of Michigan to friends and family as a great place to work."* - Up 11%
- *"I believe I have the opportunity for growth in my current job."* - Up 7%
- *"I am confident Department leadership is leading us in the right direction for success."* - Up 7%
- *"My career goals can be met at the State of Michigan."* - Up 7%
- *"I am proud to work for the State of Michigan."* - Up 7%

The survey results also showed areas that need continued development such as Department communications, making decisions in a timely fashion, creating a culture of continuous improvement and professional development and leadership. The MDOC will continue to work hard to improve in the areas where employees have indicated enhancement is needed.

Please take the opportunity to review the survey results and discuss them with your coworkers and supervisors. Each administration will also analyze the 2013 survey response data and talk with employees throughout the Department to identify what is working well and where improvements can be made. The Department will use agency-wide Improvement Action Plans to improve these areas of need.

**MDOC RECOGNIZES OUTSTANDING TEACHERS**

The MDOC Education Section has started a new tradition! This year they implemented a Teacher of the Year Award to honor Correctional Facility Administration teaching staff. This award was presented last month by Director Dan Heyns at the annual teacher training in Lansing. Deputy Director Tom Finco, Operations Administrator Edward Mize, Warden Randy Haas, Warden Ken McKee, and Warden Stoddard were also present.

There were numerous teachers nominated by Principals, Wardens and other facility staff. The Teacher of the Year Committee chose the two winners based on the nominations and interviews with staff. This year's winners inspired students by being positive, encouraging influences in the classroom, while upholding the structure and discipline of the correctional setting.

Tom Gumper of Cooper Street Correctional Facility is the Academic Teacher of the Year. He has been with the MDOC for 20 years, 15 as an educator. In addition to being our Teacher of the Year, Mr. Gumper was also recognized by the Michigan Association of Continuing Adult Education (MACAE) as one of only two, Distinguished Educators in Michigan!



L to R: Director Dan Heyns, Tom Gumper, Rollie Crawford and Education Manager Heather Gay.

Warden Joe Barrett stated, "Tom's positive attitude is contagious with his students. He encourages them to be active problem solvers in their lives, which starts with education. This type of forward thinking reflects in the high number of GED graduations at Cooper Street."

Rollie Crawford of Richard A. Handlon Correctional facility is the Vocational Trades Teacher of the Year. Rollie has been with the MDOC for 24 years, 19 as an educator. Rollie has been instrumental in producing landscaping plants for Habitat for Humanity and trees for the DNR. He is well respected by his colleagues.

Psychologist Maureen Mickalonis stated when nominating him, "The prisoners state that they 'learn a lot' in his class and that Mr. Crawford is 'respectful and patient.' Listening to them describe their experiences reifies that Mr. Crawford is a true educator (bringing out) a sense of mastery in the prisoners he is teaching."

The committee that chose the Teacher of the Year was made up of Operations Administrator Edward Mize, Education Manager Heather Gay, Assistant Education Manager Tony Costello, Warden Ken McKee and Warden Randy Haas. This will be an annual award moving forward.

PEOPLE MAKE THE DIFFERENCE





IONIA AREA STAFF SUPPORT FAMILY WHO LOST THEIR SON

Southern Region Transportation Officer and former Bellamy Creek (IBC) Corrections Officer Stacey Ockert's 19-year-old stepson Nate Hendrickson was recently killed in an automobile accident. To assist the family in their time of need, IBC Corrections Officer Will "Humpty" Smith spearheaded a fund-raising cookout at IBC, selling a bratwurst, chips and a drink for \$5 to raise funds to cover funeral expenses. Countless staff from all the Ionia area facilities came over to eat. IBC employees delivered orders to employees from other facilities who couldn't come to the cookout. Michigan Reformatory employees donated bratwurst to the cookout and Richard A. Handlon Correctional Facility employees conducted a bake sale. The total collected was \$2400. A huge thank you goes out to Will Smith, Dave Kerr, Larry Shepard, Lori Emery, Deb Beltz, Sheryl Shreve, Jason Miller, Shelley Velez, Harry Vriese, Deb Casillas, Melissa Sandborn and Amy Shaffer for their efforts in helping a fellow officer in need.



L to R: Grill masters Dave Kerr and Will Smith.

PEOPLE MAKE THE DIFFERENCE

PAROLE BOARD'S LAURA SCHNEIDER RECOGNIZED FOR EXCELLENCE

On December 5, 2013, Lt. Governor Brian Calley presented the Good Government Symbol of Excellence Coin to Parole Board Secretary Laura Schneider. Lt. Governor Calley said, "Laura embodies the spirit of teamwork. She values team results and willingly takes on additional tasks that increase the effectiveness of Parole Board operations. Laura demonstrates leadership by performing these tasks with enthusiasm, a desire to learn and a commitment to the operation. She strives for excellence in everything she does; acting decisively and delivering on commitments. Her work and attitude are exceptional."



SHARE YOUR POSITIVE PERSONAL STORIES

Personal Portrait is a new addition to F.Y.I. that 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 information, with pictures if you can get them, to me at peterstonj14@michigan.gov. We will share their story with the rest of the MDOC family.



**GOOD GOVERNMENT SYMBOL OF EXCELLENCE
PRESENTED TO MARQUETTE OFFICER**

Lt. Governor Brian Calley recently recognized Corrections Officer Dean Leece, of Marquette Branch Prison, with a Good Government Symbol of Excellence Coin. Officer Leece embodies the values of loyalty and trust. He is integral in monitoring Security Threat Group activities and serves as a member of the prison's Emergency Response Team. He also gives back to his community by coaching youth baseball. Officer Leece is respected by his peers and described by his supervisors as "indispensable." Officer Leece consistently displays dedication and professionalism to his job and he is deserving of this acknowledgment.

*Officer Leece and Lt. Governor Calley.***PEOPLE MAKE THE DIFFERENCE****PHYSICAL PLANT GURU DAVE FLACK RECEIVES
GOOD GOVERNMENT SYMBOL OF EXCELLENCE**

On 12-5-13, Lt. Governor Brian Calley presented a Good Government Symbol of Excellence coin to Dave Flack. The Lt. Governor said of Flack, "Dave Flack is one of the unsung heroes in the Department. He has a small staff that is responsible for nearly 9 million square feet of roof - and all the buildings and property beneath. Tens of thousands of offenders and employees are dependent on the appropriate maintenance of these properties to ensure safe and secure environmental, living and working conditions. This includes not only fire safety, MIOSHA, EPA and health code compliance, but also the fencing, lighting and alarm systems that keep correctional institutions secure and the public safe. Failure of any of these systems could result in catastrophic



loss of life and property - not to mention costly litigation. That's just the day job. Most recently, Dave was tasked with the fast-tracked conversion of the former Mound Correctional Facility into the Detroit Detention Facility. This called upon all of his organization skills and long-established friendships within the Department and with DTMB and other external partners. As usual, Dave performed the necessary miracles. He is accustomed to juggling myriad complex issues while maintaining his professionalism and good humor. We are accustomed to his stellar performance."



**RETIREMENTS - OCTOBER 2013**

Employee	Facility Description
Young, Margaret M.	Carson City Correctional Facility
Adams, Marie	Detroit Reentry Center
Allen, Kelly L.....	Women's Huron Valley Correctional Facility
Blair, Patricia D.....	Newberry Correctional Facility
Brown, Duane J.....	FOA Outstate Region - Isabella County
Burns, Oliver	Marquette Branch Prison
Cabana, Julie M	West Shoreline Correctional Facility
Cheeks, Sharon R.....	FOA Metro Region - Lahser District
Conway, Gerald L	Women's Huron Valley Correctional Facility
Cook, Raymond L	Bellamy Creek Correctional Facility
Daniels, Timothy J.....	Kinross Correctional Facility
Davarn, Roger J	Michigan Reformatory
Edington, Mark	Carson City Correctional Facility
Eldridge, Jeffery L	St. Louis Correctional Facility
Eschelweck, John B	Pugsley Correctional Facility
Gunn, Michael D	Earnest C. Brooks Correctional Facility
Hardrick, Terence A	Detroit Reentry Center
Hay, Randall K	Baraga Correctional Facility
Holts, Leslie K	Women's Huron Valley Correctional Facility
Inge, Leticia C	Women's Huron Valley Correctional Facility
Jackman, Leland	West Shoreline Correctional Facility
Jones, James E.....	Earnest C. Brooks Correctional Facility
Kain, Theresa R	FOA Metro Region - Washtenaw County
Lester, John E	Thumb Correctional Facility
Mcclendon, M Joyce	Thumb Correctional Facility
Mullins, Michael W	Thumb Correctional Facility
O'dell, Bruce A	Woodland Center Correctional Facility
Perron, Joseph R	Michigan Reformatory
Phillipson, Lynne	Alger Correctional Facility

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Potes, Mark A.....	Thumb Correctional Facility
Remensnyder, Gary A	Charles Egeler Reception and Guidance Center
Roose, Joseph K.....	Baraga Correctional Facility
Rossell, Jack L.....	Carson City Correctional Facility
Rossell, Melinda	Carson City Correctional Facility
Smith, Mark A.....	Kinross Correctional Facility
Smith, Mark H	Parnall Correctional Facility
Snell, Jerome A.....	Richard Handlon Correctional Facility
Snyder, Mark A	Carson City Correctional Facility
Stanaway, Mark E.....	Cooper Street Correctional Facility
Supianoski, Michael B.....	Lakeland Correctional Facility
Taylor, Louise A.....	Central Office
Vansickle, Michael W.....	Newberry Correctional Facility
Woodard, Richard D	West Shoreline Correctional Facility

WWICJJ CONFERENCE THIS SEPTEMBER

Pennsylvania is hosting the WWICJJ (Women Working in Corrections and Juvenile Justice) Conference this year. It will be held September 28 thru October 1, 2014, in Pittsburgh, Pennsylvania.

Corrections professionals worldwide have been attending this National Conference since 1985 when the first conference was held at Eastern Kentucky University. The conference has been hosted by many different states and continues to address many significant issues including training, education, opportunities, and professional and personal growth and development, along with providing networking opportunities for colleagues who understand the many different dynamics for women working in corrections and juvenile justice. To respond to the continued need for growth and development and to address systemic issues, we have chosen the theme **Boundaries, Barriers, Balance & Beyond** for the 2014 Conference.



The conference organizers are also putting out a “Call for Presenters” on their Website: www.cor.state.pa.us/2014wwicji-pa

WWICJJ also has a Facebook page. It can be accessed with this direct link: www.facebook.com/WWICJJ or by people searching Facebook for “women working in corrections and juvenile justice.”

Please consider attending the WWICJJ conference this September and visiting the “Steel City” of Pittsburgh, Pennsylvania!

EPIC NEWS - ELECTRONIC MONITORING TEAM

The Effective Process Improvement & Communication (EPIC) Electronic Monitoring (EM) team continues to assist in identifying and implementing efficiencies not only in the Electronic Monitoring Center (EMC) but also in the field. Currently, the team is working in partnership with DTMB to develop "Middleware," a platform that will allow direct communication between OMNI and various MDOC applications. Phase I of the Middleware project, which is nearing completion, includes the integration of OMNI data into the Law Enforcement Information Network (LEIN).

This integration will allow direct sharing of information within OMNI that would normally require an EMC LEIN Operator to manually enter when an offender requires placement into LEIN. Currently being constructed parallel to Phase I is Phase II of



Middleware. The primary goal of Phase II is to create a dashboard for our current EM technologies (i.e., GPS/Alcohol/Radio Frequency). It is planned that the dashboard will allow agents to get a "snapshot" view of their offenders who are in EM violation status regardless of the type of monitoring technology. Additionally, agents will have the capability to enter a case note within the dashboard that will download into OMNI. The future goal of Phase II is to integrate additional software programs utilized by MDOC (i.e., Michigan Criminal Justice Information Network-MiCJIN, COMPAS, etc). This should prove to develop further efficiencies within the field as it may eliminate additional OMNI data entry by staff that often accompanies the use of these software programs.

Within the EPIC EM team is the Collections sub-team. Members of this sub-team are reviewing the current MDOC collections process as it relates to tether fees, supervision fees and other fees. The goal is to improve the overall collection of these fees without it becoming additional work for field staff. The sub-team is also examining the possibility and benefits of moving to one flat rate monthly monitoring fee for all offenders as it is the current trend of many states throughout the country.

The EPIC Leadership team recently approved the repurposing of funds to purchase an Interactive Voice Recording System (IVR) and telephone recording system (NICE) for the EMC as recommended by the EPIC EM team. The IVR will assist with offender after hours telephone calls by automatically forwarding the calls to their assigned Agent's after hours telephone rather than requiring operator interaction to forward the calls. The recording system not only will record telephone interaction between operators and their customers, but it will also be used as a training tool for current or newly hired staff.

Lastly, the team finalized and published the EM equipment Request for Proposal (RFP) as the Department's current contracts are expiring soon. For three days in September, members of the EPIC EM Team took part in observing presentations prepared by companies who have responded to the RFP to secure the MDOC EM equipment contracts. It is expected that these contracts will be awarded this month.



Corrections and Omissions: *Kris Maddox, who helped organize a fund-raiser to assist the Muskegon County Sheriff's Volunteer Dive Team, works at Earnest C. Brooks Correctional Facility as a sergeant, not at Muskegon Correctional Facility as originally reported in the last F.Y.I.*