

REPORT TO THE LEGISLATURE
Pursuant to P.A. 119 of 2023
Section 312
Employee Wellness

Sec. 312. (1) Funds appropriated in part 1 for employee wellness programming shall be used for post-traumatic stress outreach, treating mental health issues, peer support programs, and providing mental health programming for all department staff, including former employees.

(2) By December 15, the department shall submit a report on programs the department has established, the level of employee involvement, and expenditures made by the department for employee wellness programming.

The MDOC Wellness Unit is a designated team of MDOC employees who provide professional clinical and wellness services to staff, retirees and eligible family members. The Wellness Unit includes Licensed Mental Health Clinicians and Chaplains to provide guidance, assistance, and support.

Wellness Unit services include critical incident response services, 24/7 helpline, brief consultation and counseling, and training support. Wellness Unit Staff ensure MDOC staff, family, and retirees have 24/7 access to professional mental health and support services.

Wellness Unit Services Employee, Events, and Group Participation

Direct Services are individual contacts for clinical, chaplain or consultation services. Contacts may be initial or follow-up basis. Events are any group services which are facilitated by Wellness Unit staff members. Events will include presentations, trainings, forums, critical incident services and consultations. Participants may have participated in more than one Wellness Service Group event.

Total direct clinical, training, and consultation services October 1, 2022- September 30, 2023, include:

- Direct Wellness Service contacts: 5,522 (+7% since FY22)
- Wellness Service Group Events: 447 (+4% since FY22)
- Wellness Service Group Participants: 11,222 (+10% since FY22)

Peer Support Program

Peer Supports Persons (PSP) are a network of volunteers at MDOC worksites statewide, who provide confidential support and assistance to employees, family members and retirees such as emotional support, encouragement, help with communication and coping skills, and referrals for professional services. Currently there are 96 trained PSPs statewide, with continued efforts to add additional PSPs to the network to ensure each facility and field office has adequate support resources. Of the 96 PSPs, 14 are veterans and 1 active duty. Additional efforts have been initiated to bring support and resources to those serving in a supervisory role with the addition of a Leadership Peer Support Program. These efforts have been initiated and are ongoing at this time. Contact and regional information for each current PSP volunteer is located on the MDOC Wellness App, and is accessible to MDOC staff, retirees, and families' members.

MDOC Employee Chaplain Program

The MDOC Employee Chaplain Program (ECP) was introduced to the field in March 2022. As spiritual support for MDOC employees, family members and retirees, Chaplains will represent the diverse religious/spiritual traditions within the MDOC. Since the introduction the Wellness Unit has been promoting

the ECP within the MDOC and to the various religious communities around the State. Currently, two MDOC employees and three volunteer chaplain prospects from outside the MDOC are moving to the final approval process. Following vetting and contingent to the final approval process, these volunteers will officially be introduced to their respective field offices or facilities by February 2023. Five additional candidates are the process of completing their applications. The ECP will continue to promote this volunteer opportunity to various religious communities.

Work site Environmental Wellness Project

The FY23 budget includes a one-time funding of \$2.5 million for a Project to improve and enhance staff break areas and bathrooms at MDOC worksites. In addition, the department reviewed other tangible ways to enhance staff wellness through the development or renovation of other staff-designated areas such as fitness rooms or outdoor break areas. Inasmuch this Project will be directly correlated with staff wellness, staff are provided a means to submit requests and suggestions for consideration. This project is ongoing with improvements to be continued until completion.

Employee Wellness Research

The Michigan Department of Corrections has secured a contract with the Memorial University of Newfoundland to conduct a study focusing on measuring the Wellness and well-being of MDOC staff. This is a longitudinal study and will incorporate a multi-dimensional approach. The initial phase of this study will provide a baseline of Wellness while also considering self-reports of the effects of the COVID-19 pandemic. Subsequent phases of the research study will be conducted over the course of three base contract years with the potential to expand up to 10 years. This study the contractor will target all employees in both custody and non-custody environments.

MDOC Wellness App

The Wellness app is a no-cost resource available to all MDOC staff members, retirees, and their family members. The App includes a wellness toolkit addressing 60 behavioral health topics such as fatigue, suicide prevention and alcohol abuse, mental health self-assessments, videos and guides on yoga, mindfulness, nutrition, and more. In addition, the app provides contact information for local therapists who specialize in and have experience working with first responders and connects users with the MDOC Wellness Unit, Peer Support, and Employee Chaplains.

During FY23, the Wellness App had 2264 new downloads for new users. The primary utilization tabs where the Wellness units, peer support Finder and get help now. Beginning November 2023, Lexipol/ Cordico has migrated to a new version app. The new version will be even more user friendly and have enhanced customer service and resource options.

New Women in Corrections Workshops (NWIC)

In March of 2021, a proposal was submitted and approved for a New Women in Corrections 2-hour workshop specifically for female recruits to attend on a volunteer basis. The objective was to provide a workshop for females within the Academy at the time to discuss their personal challenges, provide them with healthy coping skills and encourage support among female recruits. The workshops provide opportunity for open discussion to talk about special considerations unique to women in the Corrections culture. Wellness Unit Coordinators and Academy staff are present to offer professional insights and

experiences, providing new employees insight to recognize and address challenges at the Academy level and upon entering their assigned facilities.

Six NWIC Forums were offered to incoming custody staff recruits during FY23. A total of 125 recruits participated in one of the offered forums.

Employee Wellness Program expenditures including development of, and improvements to, staff-designated worksite areas.

Wellness Unit funding for staff operational expenses and travel	\$1,022,086
Staff area development improvements, environmental supports for a healthier or work environment, new office furniture, chairs, ergonomic enhancements and wellness related events for staff	\$536,514
Lexipol/ Cordico MDOC Wellness App (Two-years Service)	\$309,361
Wellness Response Dog Project - supplies and materials	\$782.00
Total expenditures	\$1,868,743