

# Loss of a Leader



The Michigan Department of Corrections lost one of its greatest leaders, countless corrections professionals around the globe lost an icon and the family of Perry Johnson lost their patriarch - a proud and devoted husband, father and grandfather with his recent passing on Christmas Day.

He was 91.

Perry served 35 years with the MDOC in a wide variety of positions, culminating with his service as the department's director from 1972 to 1984. He was a pioneer in the field of corrections who used his

position of power and influence for good and changed state rules and policies to allow women to work in male prisons and supervise male probationers and parolees. Previously this had not been allowed and had the effect of locking women out of about 90 percent of all MDOC jobs at the time. In 2017, he was honored with the Legacy Award by the Association of Women Executives in Corrections. The award is given to correctional administrators who have demonstrated support for the development of women in leadership

roles in corrections. It was just one of many honors and awards he earned in his lifetime of service.

He was the national representative for the Presidential Task Force on Law Enforcement prior to President Reagan's first term. In 1977, he was the first recipient of the Award for distinguished Service to the State given at the National Governor's Conference. He served on the Board of Directors of the American Correctional Association, and as its President. He helped develop standards for correctional

institutions which have resulted in the upgrading of many of North American's prisons. In 1985, he was a member of delegation to China for the exchange of information on criminal justice. His accomplishments were recognized by his peers in 1987 with the E.R. Cass Award, the highest honor in the profession.

Following his retirement, Perry and his good friend and colleague Bill Kime, established a consulting firm Johnson, Kime and Associates and provided corrections consulting services in such inter-



Pictured: Director Heidi Washington, Former Director Perry Johnson, Former Director Pat Caruso and Former Director Robert Brown

esting places as New South Wales, Poland, Israel, Canada and over 20 states in the United States.

Perry began his MDOC career in 1955 as a prison counselor inside Jackson Prison, which at that time was the world's largest walled prison: So large that a prisoner could have slept in a different cell every night for 14 years and never have slept in the same cell twice.

His experience and time in Jackson included some of the most memorable and infamous in department history including the expansion of civil rights in the 1960s, the Jackson riot, the start of the Braille program, numerous escapes - one notoriously by helicopter – and one of his saddest

days, that of the murder of officer Josephine Mc-Callum.

He recounted these stories and many more in his part memoir, part history of Jackson prison with his 2014 book "Jackson: The Rise and Fall of the World's Largest Walled Prison." Perry was also the author of "Born in a Log Cabin," and several textbooks on corrections management and training.

In his home life, he and his wife Uyvonne were married for 71 years. He is the father to Kathleen, Stephen, Randall, Penny and Julayne. He is also survived by 13 grandchildren and 19 great-grandchildren. A memorial service is planned for Saturday, April 22, 2023.



You can view and purchase Johnson's book here:

Jackson: The Rise and Fall of The World's
Largest Walled Prison: A history and a memoir



## Strategic Plan

The Michigan Department of Corrections is excited to launch an updated Strategic Plan which outlines goals and objectives from Jan. 2023 to Dec. 2026. In the next four years, the Department will continue focusing on goals we could not achieve due to the pandemic and shift toward new goals that enhance our work and those we serve. To view the plan click here.

## Davenport University Scholarship

The MDOC is a MVAA Gold-Level veteran-friendly employer and, as a result of the departments' status, Davenport University is pleased to offer a new Education Scholarship for up to 50 employees across the MDOC. As a Gold-Level employer, there are also 50 family member scholarships! Both veteran and non-veteran employees are eligible to participate in this scholarship program.

If you've dreamed of pursuing a college degree — or obtaining a new one — this scholarship program can help make your dream a reality.

What you'll gain from the scholarship program:

- Gold-Level Employer Scholarship up to \$8,000 per year for up to 50 MDOC employees, both veteran and non-veteran, that are new students to Davenport University
- Gold-Level Family Member Scholarship up to \$6,500 per year for up to 50 MDOC family members, both veteran and non-veteran, that are new students to Davenport University



#### Take advantage of tuition savings through Davenport University's Education Scholarship

As an MVAA corporate partner, your membership comes with many benefits. Davenport is proud to help employees realize their career aspirations with members-only tuition savings.

Dovemport offers benefits for both veteran and non-veteran employees Gold Level Benefits\* • Up to \$8,000 toward tuition for employees

- Renerated on 22 credit hours per condense were
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   60 employee and 50 family men

All employees one turnly mormors receive a 20% discount on profundence development, vertilatops, contificate programs and other non-credit training

#### wny choose Davenport:

- 80+ certificate and degree programs for in-demand careers in business, technology health and urban education
- Degrees completed featur with crucit for testing services, prior learning, post cellage, certifications and military experience
- Fledbis scheduling with avening and online courses to fit with your busy schedule
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- 13:1 etudent-to-professor roco, small cicases, big results

Courses taught by industry professionals





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lovenpert.edu/HVAA | 800.486.1600

- A new path for career mobility and advancement within the organization
- Reduced financial burden to pursue education
- Opportunity for you to take charge of your future with a degree or professional development
- Flexibility to help you achieve your goal with online and in-seat programs
- Support with access to student services & veteran-specific student services

Davenport University is a quality institution with more than 150 years of experience offering academic excellence and applied learning techniques to support a thriving workforce in our community. As a MVAA veteran-friendly school, Davenport is committed to supporting the needs of veterans and military-connected students.

For more information or to apply for admission, visit davenport.edu/MDOC.

## 2024 Fiscal Year Budget

In February, Gov. Gretchen Whitmer unveiled her FY 2024 budget, totaling \$79 billion, which includes funding for education, infrastructure, public safety, healthcare and lowering costs for families.

For the Michigan Department of Corrections, the governor's proposed budget is \$2 billion and includes several new proposals that will help protect our employees, enhance recruitment and retention efforts, and ensure high-quality care for those with physical and mental health needs in our system.

First and foremost, this budget will include funding to hire and train 800 new corrections officers, so the department can continue its aggressive efforts to attract and retain these vital positions across the state and provide relief to our hard-working officers, many of whom have faced significant amounts of overtime.

One key new investment in the budget proposal is \$7.1 million for body-worn cameras. While the department has made significant investments in facility cameras, this will move us in line with the rest of law enforcement, including local police, the Michigan State Police and the conservation officers at the Department of Natural Resources.

The cameras would be used by select custody and non-custody positions alike. They will be able to capture footage in facilities that stationary cameras can't see, with audio, including in cells and when staff are on transportation runs. These devices, when used by corrections staff in other states, have helped to guard against false allegations, and have de-escalated situations.

A \$3.3 million investment would be used to create a specialized investigative division to handle the department's PREA and discriminatory harassment and retaliation allegations. The benefit is two-fold: It will allow us to have a highly trained team to conduct the investigations and alleviate the burden on many facility staff who are currently tasked with conducting these investigations.

The department is also expanding its efforts with Medication Assisted Treatment to combat the opioid epidemic with a \$15.6 million proposed investment to establish four facility clinics, which would include nurses, qualified mental health professionals, recovery coaches, and corrections officers to treat prisoners with an opioid use disorder before their release into the community.

There is also proposed additional funding in the budget to reflect increasing contractual costs in the healthcare budget and to assist with an increase in referrals for Hepatitis C care for prisoners.

The department also seeks to redirect existing funding from our support for residential diversion beds – while maintaining adequate funding for that area – and reallocate \$2 million to directly support probation-focused programs and supports.

The first \$1 million is recommended to be added to the State Community Corrections program. This funding will be used to launch new programs amongst participating counties, as well as extending access to programming to probationers in counties without current community corrections programs supporting probationers.

The remaining \$1 million would be added to the Offender Success Community Partners contracts, which are in place to help individuals leaving prison with things such as housing, employment, social supports, and access to medical care.

This announcement is the first step in the budget rollout and we will continue to keep you updated on these proposals as they move through the legislative process.



## **Heroic Officers**

## **Employee Discount**

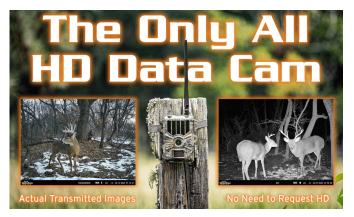
We want to thank two brave and quick-thinking corrections officers from Carson City Correctional Facility who



helped save a family and their dog from a house fire in March near Greenville.

Officers Brenden Moe and Thomas Monroe were on the way to a local hospital to relieve their coworkers who were providing custody supervision over a prisoner receiving medical treatment there.

Officers Moe and Monroe were the first on the scene and called 911. They assisted two adults, two children, and the family's dog out of the home and stayed with them until the fire department and emergency personnel responded. They then headed to the hospital to continue their assignment. We are thankful and blessed to have such heroic and outstanding employees.



WiseEye Smart Camera is offering all MDOC employees past and present a 20% off discount code to use toward a purchase on their website. The discount code is MDOC20. Learn more about WiseEye Smart cam and redeem your discount code here: SmartCam Home – WiseEye Technology

## Changes to Segregation

The MDOC is a national leader when it comes to corrections, and we continually seek to advance and set the bar higher in all aspects of our operations. Over the past few years, we have made significant improvements to staff wellness, staff safety and opportunities for prisoners to improve themselves and better their chances of success upon release.

The most recent area of focus has been over reforms to segregation, and both staff and prisoners may have started to see changes in this area.

We want to share with you some of the biggest changes coming and why they are important, . These changes do not take away from the primary objective of administrative segregation, which is to improve prison order and safety by removing prisoners who have been identified as too dangerous to remain in general population. The safety of our staff, prisoners and our facilities remain job one.

The first change is to offer an optional 30-day rest and refresh break for those staff consistently assigned to segregation. This is currently being piloted at St. Louis Correctional Facility and Chippewa Correctional Facility.

Additionally, the segregation units will begin to look drastically different. Therapeutic lighting, which replicates natural daylight, will be installed in the unit and cells. The units will also all receive fresh paint to bring color to the area. Break areas for staff will be enhanced, more in-person training on de-escalation techniques and suicide awareness will be provided.

In honor of Women's History Month, the Michigan Department of Corrections would like to honor the following women with over 30 years of loyal service. Thank you for the impact you've made during your career!

### 45+ Years Kay Magley Alexis Mapp Terri VanDyke

## 40+ Years Josephine Washington Deltrich Daniels Toni Moore Karen Moore Mary Nisun Kellyann Hickey Joan Anway Marchella Patillo

## 35+ Years Bobbi Smith Colette Korican Valeri Patterson Judy Laberdee Kim Cargor Norma Killough Carolynn Wilson Cheryl Groves Lynette Dillard Arlene Hass Diane Wahl Kathy Warner Susan Norton Michelle Newton

## 35+ Years, continued

Doreen Fedewa Elvira Chapman Brenda Forrest Diane Rickrode Julie Wing Sharon Smith Bonita Lykes Tori Ellison Gail Anderson Elizabeth Bemiss Cheryl Globensky Beverly Smith Lisa Roberts Christine Navarro Kami Harris

#### 30+ Years

Heidi Washington Amy Clark Sandra Villa-Mogush Vicky Evans Apryl Springer Denise Putman Bonnie Roberge DeeAnna Bustillos Marlene Hall Kim Patterson Teresa Harvatich Stephanie Barbee Sonia Warchock Deborah Friend

30+ Years, continued Julie Hamp Seguita Jackson Yolonda Sharfner-Butchee Beth Schook Kathleen Peterson Cindy Dodds-Dugan Dujuna Vandecasteele Sherry Lyn Marcy Kangas Heather Haapala Kristine Tunks Cathleen Heffelbower Allyson Martin Cvnthia Lakatos-Migan Renee Riehle-Pfeiffer Maria Espinoza Carol Erway

## Deirdre Gray-Taylor Mary Fisette Kelli Anderson Nancy Proulx Vicki Bertke Lynne Davis Patricia Hicks Mary Hilton Lori Pearsall Amy Hill Terri King Debra Warren Kelly Miller

### 30+ Years, continued

Debra Pickvet Renae Turner Julie Clark Fredeane Artis Debra Bemister Sandra Simmons Karen Hendershott Tonya Allen Karen Kowalski Belinda Davis Laurie Achterberg Cheryl Westerhof Catherine Bauman Jodie Gordon Kathie Harvey

Please note: some names have been omitted at the employee's request.

## MCAA College Grant Program

Tuition and fees for corrections officers who are required to earn 15 college credits within 24 months of employment will now be supported by a new program administered by the Michigan Community College Association.

Corrections officers employed by the Michigan Department of Corrections who have not earned 15 college credits and are eligible for the grant program with the approval of the MDOC and enroll at a community college in Michigan are eligible.

Out-of-state community colleges, public universities, and independent colleges are not eligible institutions for this program.

For officers who already paid for classes for the Fall of 2022 and Winter 2023 can seek reimbursement and information on how to do so can be found on our website here.

For officers looking to sign up for classes, information on how to apply can be found there as well, and also on the Michigan Community College Association website. Michigan Community College Association (mcca.org)

This is an exciting development and we are so pleased this is now in place to assist our dedicated corrections officers in completing their college credits.

If you have further questions about the program, please contact your facility HR office.

## **MDOC Welcomes New Officers**

The Michigan Department of Corrections welcomed 168 new corrections officers as members of the Ed Vallad Academy class. MDOC Director Heidi Washington and class namesake Ed Vallad addressed the recruits and offered them words of advice during graduation ceremonies held on March 16 in the Upper Peninsula and March 30 in the Lower Peninsula.

Graduating recruits earned awards for personal conduct and academic achievement.

Award winners included:

Upper Peninsula Academy

- Josephine B. McCallum Award, Corrections Officer Brandon McNett
- Jack Budd Award Corrections Officer Alexander Plumm
- Academic Excellence Award, Corrections Officer Nicole Borland-Winkler

Lower Peninsula Academy

- Josephine B. McCallum Award, Corrections Officer Nathan Boyd
- Jack Budd Award, Corrections Officer Inella Crowfield-Wade
- Academic Excellence Award, Corrections OfficerJoseph Battinkoff

We also extend our thanks to the veteran and active duty service members of both the Upper Peninsula and Lower Peninsula academy classes.







# Corrections Officer of the Year

Renee Nichols, a Corrections Officer at the Saginaw Correctional Facility, has been named the 2023 Michigan Department of Corrections Officer of the Year.

"Renee Nichols is an exemplary leader at her facility and her knowledge, expertise and passion are some of the many reasons she is often utilized to train and help shape the next generation of corrections professionals in her role as a trainer at our corrections officer academies," said Michigan Department of Corrections Director Heidi Washington. "At her facility, she is highly regarded for her creativity, attention to detail and ability to work well in high-pressure situations. I am proud to commend Officer Nichols on this well-earned award."

Officer Nichols has been an MDOC Corrections Officer for seven years. She is known for having a high level of integrity and moral standing. She works well under pressure and is highly adaptable.



Officer Nichols was an Institutional Training Instructor for two years and has been a Field Training Officer since 2020. She is the backup Grievance Coordinator and Hearing Investigator at the Saginaw Correctional Facility.

As an officer at Saginaw Correctional Facility, Officer Nichols is often sought out for her creativity and attention to detail. She recently assisted in the creation of a new template and in updating the Visiting Room post orders, ensuring proper inventory and usage of children's tablets. She created a sanitation checklist for audits and revamped prisoner payroll and training records for front house porters. She has assisted in the yearly sanitation and lock audits, ensuring accountability and security.

"After interviewing the top five candidates for Corrections Officer of the Year, it is clear that we have an incredible amount of talent in our department," said Ray Sholtz, who represents corrections officers on the Officer of the Year selection committee and is the Vice President at Michigan Corrections Organization. "All candidates had exceptional credentials and Officer Nichols was a great choice. It is a privilege to have her in our ranks."

She volunteered as the Durand Band Booster Treasurer from 2019 to 2022, handling finances and ensuring competition fees were paid. She was also a chaperone for statewide competitions. She was a Girl Scout Leader from 2012 to 2015 and a 4H Leader from 2011 to 2015.

Officer Nichols has been a firefighter with Venice Township since 2005, responding to house fires, car accidents, and medical emergencies. She holds fundraisers and public relations events with the fire department, participating in community events such as parades and open houses.

"Don't be afraid to talk about your experiences," Officer Nichols said. "Too many officers are afraid to reach out. In reality, they need to. It's not a sign of weakness, it's a sign of strength."

The Michigan Correctional Officers' Training Council, comprised of representatives from the MDOC, Michigan Corrections Organization, law enforcement, and higher education, chose Officer Nichols for the honor from a pool of five finalists.

Finalists included: Corrections Officer Mark Dunn, Oaks Correctional Facility; Investigator Jacob Poindexter, Absconder Recovery Unit; Corrections Officer Alfonzie Pipkins, Central Michigan Correctional Facility; and Timothy Fleury, Alger Correctional Facility.

# With Thanks



Ionia Correctional Facility Warden John Davids presented Corrections Officer Darcie Thomas with a Customer Service Coin for her role in providing an excellent visiting experience to a family visiting a prisoner at ICF.

The family was so pleased with their experience that they wrote the facility a letter thanking them for their customer service. We join Warden Davids in thanking Officer Thomas for going above and beyond and making a difference. The letter can be read below.

Warden John Davids Ionia Correctional Facility 1576 Bluewater Hwy. Ionia, MI 48846 February 20, 2023

Dear Warden Davids,

My husband and I visited your facility on Saturday, February 18, 2023. We had a scheduled visit with our son, western another prison.

I feel compelled to write this letter to thank you and your staff and commend you. My husband and I found the facility very comfortable with cushioned chairs, and carpet. The posters on the wall in the waiting area were very encouraging. The cleanliness of the facility did not go unnoticed. There is something more important to us and more impressionable to us. The way we were treated with dignity, care, and kindness made us grateful that our son has been moved to your facility. We were discouraged that he would be moved because he is now at a Level V, but visiting your facility put us at ease.

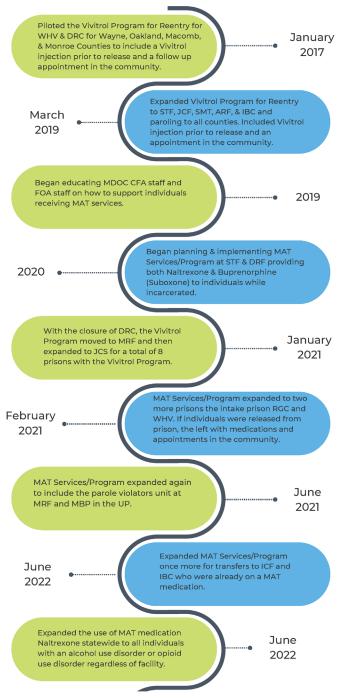
The staff was especially patient and courteous. Our visit was being delayed for just a few minutes. One of your officers made a point of coming to tell us about the delay, apologizing, and offering to extend our visit to get our allotted time. This has never happened at other facilities. We've just been told late visits were out of their hands and too bad. We have a three hour commute to visit, we appreciate getting all of our visit time.

The facility itself also impressed us. My husband and I have both had multiple surgeries. Sitting on a hard chair for any length of time is difficult. In the past, I have had to sit on the edge of the chair just to see over the wall and view my son. The straining we did to hear, with the wall phone between us was also difficult. This was not the case at your facility. We could hear just fine without having to hold the phone up to our ears. I could see just fine over the wall, without having to sit on the edge of the chair. We appreciated having an enclosed cubicle and our privacy, so we didn't have to compete with the noise of other visitors.

The prison system is still fairly new to us. Our son made some horrendous choices at a very young age, fueled by an addiction to drugs and alcohol. He was adopted by us at age 11 months. We have felt very powerless the last several years, watching him go down the road of addiction and watching all of our efforts not work to save him from the position he is in now.

It's so refreshing to be treated with dignity and respect. Thank you to you and your staff.

## **HISTORY**



#### What is Medication Assisted Treatment (MAT)?

- MAT stands for "Medications for Addiction Treatment" and is the use of the three FDA approved medications (Methadone, Buprenorphine, and Naltrexone) in the treatment of opioid use disorder and/or alcohol use disorder.
- MAT medications have been shown to help individuals manage withdrawal symptoms, cravings and increase the chances of not using illicit opioids and alcohol.
- Substance use disorder can alter an individuals' brain chemistry and function.
   MAT helps normalize brain chemistry and other body functions.

#### Want to learn more?

https://www.samhsa.gov/medication-assisted-treatment https://www.michigan.gov/opioids/category-data

#### Questions?

 $\label{thm:model} \mbox{Email Krystal Welters - MAT Coordinator for MDOC - Welters K@michigan.gov}$ 



## Employee Rec Day

The EPIC Section is excited to announce the dates for the 2023 Employee Recreation Days!

The Lower Peninsula event is scheduled for Friday, June 2, 2023 at the Royal Scot in Lansing, MI. The Upper Peninsula event is scheduled for Friday, July 21, 2023 in Brimley, MI.

Details will be sent on all events and activities in the near future. Be sure to save these dates and join us for a day of fun!

## Wellness App

Have you downloaded the MDOC Wellness app yet?

The Wellness app provides MDOC staff, their family members and retirees confidential, 24/7 access to a wellness toolkit and gives them the ability to connect directly to the MDOC Wellness Unit, Peer Support, the Employee Chaplain Program, as well as other specialized support resources.

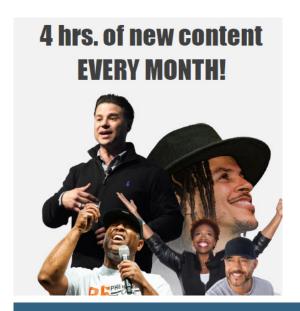
To download the free Wellness app on your personal device see the below flyer which has the QR code or search MDOC Wellness on your device's app store. With the generic username (MDOC) and password (Wellness), passwords are case sensitive, the app can be downloaded confidentially to access information.



## Inspirational Prisoner Cable Channel

The MDOC is pleased to announce the beginning of a "inspirational/motivational channel", where selected videos will be shown 24 hours a day, 7 days a week. This is based on an effort that was started at the G. Robert Cotton Correctional Facility. The inmates found the videos very helpful in developing plans to further improve their lives, and complimentary to other programming that has been received. Several offenders have found the information so helpful and inspiring that they have shared this information with their families. Because of this positive response, the decision was made to provide a similar opportunity in all facilities.

There will be about 4 hours of content provided every month, looped continuously. Each facility will have a facilitator who will be loading the content onto the channel. We will be putting a process in place to get prisoner feedback to make sure that we are providing content that they feel is helpful to them.



## MARCH

#### FRIC THOMAS

"Develon You" (09:40)

#### SHAKA SENGHOR

"Why Your Worst Deed Don't Define You" (12:00)

#### **GARRAIN JONES**

"How He Went from Homeless to Multi-Millionaire" (19:22)

#### **ISAIAH THOMAS**

"Run Your Race" (23:44)

#### **CHRIS WALSON**

"The Master Plan" (14:31)

#### DOUG DEPTE

"Millionaire Real Estate Secrets" [1:26:11]

#### FRIC THOMAS

"Success Routine" (11:21)

#### LISA NICHOLS

Steve Harvey Show (9:20)

LUCK, INC. News Feature (9:37)

"Attitude is Everything" (8:06)

#### MEL ROBBINS

"The Power of Visualization" (23:42)

#### LISA NICHOLS

"Impact Theory" (17:36)

## Changes to Visitation

Te want to share with you the changes which were announced recently to in-person visiting. While there were several adjustments, the main point is that visiting will largely return to the way it was before the pandemic, with a few notable differences.

The biggest is that the number of visits per month has increased. Loved ones will still need to schedule their visit online. This helps ensure everyone knows who is coming and when, and it is known when a visit will be and for how long. A change now in place is that if an additional 2-hour time slot is available, loved ones will have the ability to schedule a back-to-back visit. Many of loved ones, especially those who travel long distances asked for this and we are happy to work to make this happen when the time slots are available. The number of visitors a prisoner can have during the visit has increased to five, though those under the age of 2, do not count toward that total.

## Around the MDOC

Check out the Department's Flickr page, where we post pictures from around the Department weekly. You can also view photos from special events like the Employee Appreciation Banquet, Employee Rec Day, MSP Pistol Shoot and more! View the Flickr page here



Alger Correctional Facility Staff cleared snow after a heavy snowstorm hit the area. Thank you to all the employees who helped clear the snow keeping our facilities safe.



On Saturday, Jan. 7, Charles E. Egeler Reception & Guidance Center Assistant Deputy Warden James Malloy, was honored for his military service at the beginning of the Michigan State University vs. University of Michigan men's basketball game. ADW Malloy was brought to center court with the United States Flag and read his military bio prior to the national anthem. We want to thank ADW Malloy for his service to the United States and his 20-plus years of service to the MDOC.

## Corrections in the News

<u>Detroit Free Press: 'Coldwater Kitchen'</u> <u>documentary challenges our thinking on</u> incarceration

Holland Sentinel: Hope College, Western
Theological help bring Michigan to 'forefront' of
prison education

News Channel 3: Michigan Corrections Officer

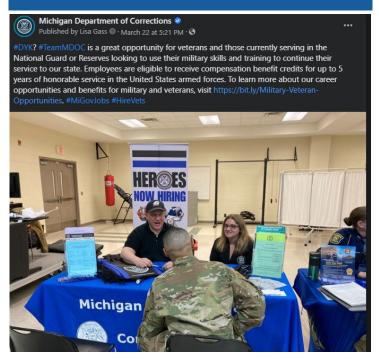
Program aims to help officers earn required college
credits

WILX: Students at Ionia correctional facility create 'Mighty Mac' model

MLive: Michigan's corrections officer of the year works at Freeland-area prison

Spread the word about some of the great things happening at the MDOC and share these stories with friends, family and coworkers.

## Seen on Facebook...



To see more, like the MDOC on Facebook

## **Corrections Quiz**

Where can you see photos from around the MDOC every week?

Send your answer to Brianna Brugel at <u>BrugelB1@</u> <u>michigan.gov</u>. The first person to answer correctly will receive a congratulatory shout out and the answer and winner will be published in the next edition of the newsletter.

### **Fourth Quarter Quiz Recap**

Who is the Department's new Veteran Liaison Specialist?

**Answer: Emily Rissman** 

Congratulations to **Randy Coyne, Records Supervisor at Alger Correctional Facility** for being the first to correctly answer the Fourth Quarter Corrections Quiz. Great job!



The Detroit Tigers are celebrating Law Enforcement Day Monday, June 12. Ticket packages can be purchased by calling Nina Dionise at (313) 471-3444 or emailing at Nina.Dionise@OlyEnt. com. Packages include admission to the game, a commemorative jersey (while supplies last), donation to the National Law Enforcement Officer Memorial Fund and Michigan Concerns of Police Survivors. Colleagues, friends and family are welcome to the event. It is recommended that groups looking to sit together coordinate before placing their order to ensure proper seating arrangements.