

Corrections Connection

A full-page photograph of a natural rock archway, known as the Pictured Rocks Natural Archway, overlooking a vibrant turquoise lake. Several kayakers are visible on the water below. The archway is composed of light-colored, layered rock, and the surrounding area is lush with green trees and foliage. The sky above is a clear, bright blue with a few wispy clouds.

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Corrections Connection is a publication of the Office of Public Information and Communications. Story ideas, feedback and comments can be submitted to Lisa Gass at GassL@michigan.gov.

The image on the cover was taken at Arch Rock on Mackinac Island by Gus Harrison Correctional Facility's Storekeeper, **Jim Welter**. For the chance to have your photo featured on the cover of the newsletter, email a high-resolution version of the image and a description of where it was taken to Lisa Gass at GassL@michigan.gov.



MDOC Continues to Evolve and Innovate Reentry Efforts

Prisoners listen to a panel of speakers at a recent Reentry United event at MTU

For returning citizens to be successful, it is important that they have information about the parole process, understand what their release will look like, know about what supports await them in the community, and how they can access them to best ensure their success. That is why efforts are made to ensure individuals under the jurisdiction of the Department are educated with accurate information when it comes to their parole and reentry into their communities. The Department is working continuously to evolve its approach to assisting individuals prepare for the parole process, and providing comprehensive reentry services, which include a wide variety of supports to returning citizens such as housing, job and employment supports, social supports, assistance

with vital documents, and connections to physical and behavioral health resources.

A Parole Board Member's Perspective

When asked about what ensuring the success of returning citizens means to her, Parole Board member Crissa Blankenburg stated, "In the simplest form, it is reducing victims in the community [...]. The MDOC's role is to fill gaps that no other part of our criminal justice system does." Blankenburg has worked in a variety of capacities in the MDOC, most recently having served as the Offender Success Services Manager in the Offender Success Administration (OSA). There she oversaw the Employment & Opportunities

Unit, In-Reach Staff, the Office of Community Corrections, and Reentry Contract Management. These units are critical in providing services and supports to returning citizens.

Discussing the challenges incarcerated individuals face, Blankenburg noted “There's a lot of the trauma, a lot of things that happen that before they even got to us that we're trying to now interject upon and really get them well so they can go out in the community and not repeat what they've done.” Individuals arrive at the MDOC from a wide variety of backgrounds and with different lived experiences, which can often pose challenges both during their incarceration and as they look towards their return to their communities. One of the MDOC's goals is to address the risks and needs of individuals under its jurisdiction through a variety of techniques. This is done through evidence-based programming to change thinking and behavior, providing education and job training, and ensuring support in the community.

Some of the biggest challenges returning citizens face include factors involving their basic survival. “We try to mitigate against the risk of survival factors: housing, food, medical,” said Blankenburg. “Not one person who is paroled out of Michigan doesn't have those factors met. We address those three key survival risks so they don't have to come out and worry about that. We give them an opportunity—and not many states do this—to really focus on transitioning healthily.”

The work that the Parole Board does to ensure the safety of communities when considering paroling someone is important, and a whole host of considerations is taken into account, including their personal and criminal history, prison conduct, and information received from victims. “We use that information with our assessment tools that we have to try to figure out how can we mitigate against all their risk factors that we know or that they're telling us about,” said Blankenburg. “And we're trying to do that in a structured setting—a setting where they don't want to be in—trying to keep people safe. We're trying to do all of this on top of changing peoples' mindset.”

Regarding working together to provide individuals with information about parole and reentry, Blankenburg notes, “Any time we all collaborate as one entity, as one organization, we're going to get

good results. We're going to learn from each other, and certain parts of the system are going to improve for us. And for us as Parole Board members, we're likely to see better interviews because of that.”



Prisoners receiving information from Parole Board members

Preparation for Parole and Reentry

Ensuring returning citizens have access to the resources they need to overcome challenges is key, and the collaboration that Blankenburg notes is taking place across the MDOC. Ed Freeman has been part of an effort to inform incarcerated individuals of these resources, as well as educating them about the release and reentry process. Freeman is a Offender Success Specialist working in the OSA Office of Reentry Services. He and the other members of the team coordinate with OSA Administrative Agencies and other stakeholders across the state to help provide returning citizens—clients, as he refers to them—with needed resources as they transition back into their communities, as well as helping evolve the provision of reentry services to keep on top of changing needs.

Freeman has been helping to establish Reentry Workshops across the state—which are held at MDOC correctional facilities—to provide accurate information to both prisoners and staff about the resources available to released individuals to help ensure accurate information is being conveyed. “A lot of staff in the MDOC may or may not even be aware that OS exists from the CFA side,” said Freeman. “We're spreading the word to the prisoners themselves before they get on parole. We're also trying to spread the word to the PCs and the RUMs and people that deal with the prisoners 24/7 beforehand as they're trying to prep them for this situation so we're all on the same page.”

Freeman has already helped coordinate workshops at a few facilities, and has more planned for the remainder of 2023, with the goal of expanding them further. Planning for these workshops begins when

Freeman connects with Wardens to solicit interest. Once a facility accepts his invitation, the planning proceeds. Freeman emphasizes that these workshops are entirely voluntary for attendees and are open to anyone—prisoner or staff—who wants to learn.

The workshops cover four main topics: the Parole Board, In-Reach, the role of the Parole Agent, and what resources are available through the OSA Administrative Agencies. Freeman extends invites to other units in the MDOC, including the OSA Employment & Opportunities Unit to speak about employment opportunities and supports, the Parole Board to answer questions and address misconceptions about the parole process, and an individual with the lived experience of incarceration who can speak to the positivity about the services available in the community. “We want to provide prisoners with accurate information and we want to set them up with transitional and long-term success,” said Freeman. “Part of the way we do that is to prepare early and try to dispel the myths... for them to have the correct information is key because we want to let them know that it’s okay to be vulnerable when they go see the Parole Board.”

Vulnerability is a key word for Freeman when he discusses the aim of the Reentry Workshops. Letting individuals know that it’s okay to need resources and supports in the community is vital. “Most of the time they won’t express any need or desire to have anything because they feel it’s a vulnerable situation,” said Freeman. “Like if they say ‘I don’t have a house or I don’t have a car’ then they somehow feel like maybe they’re not going to get a parole because now they’re a burden, which just isn’t the case.” When individuals are honest about their needs, the Parole Board can make appropriate referrals to case management supports which help connect individuals to community supports even before they are released.

Freeman hands out informational sheets during the workshops that cover the issues discussed, and sends JPay messages so that those who don’t attend still have the same, accurate information. He has also been working to put together specific training for employees as well, noting that staff on the front lines need this information, as they field most questions about the parole and reentry process.

Freeman will continue to plan Reentry Workshops with the intent of making consistent, regular rounds

across the state every year to keep spreading the word. “We’re hoping that with doing all this, it also means that the men and women inside are going to do their time different,” said Freeman. He hopes that these programs encourage them to do their time better, and that the information he is teaching rubs off on others, helping to educate and inform.

Ensuring Success Post-Release

Preparing individuals to parole by educating them with accurate information about what to expect is one key aspect of working towards a successful transition into the community, but ensuring their success when they have been released from prison is equally as important. Mark McDowell has risen to meet this challenge with a specific population.

McDowell is a Parole Agent at the Genesee County Parole Office, which he joined in 2010. Mark carries a traditional caseload, but also supervises Juvenile Lifers, Lifers, and Commutation cases, which he started assuming supervision of in 2016. It is with these cases that McDowell has found a passion to go above and beyond. Individuals who have spent most of their adult lives in prison must learn to reacclimate themselves in their community, sometimes with limited social connections.

When asked about the differences between a traditional parole caseload and those of his Lifers and commutation cases, McDowell notes, “the traditional caseload is a lot more demanding. They violate a lot, so you’re dealing with technical violations, in and out of jail, and processing parole violation reports. But this caseload is the opposite. You’ve got to think, someone who does 40 years in prison, and then they get out, there’s a whole other set of challenges that we deal with.” McDowell noted one of his current parolees who served 47 years in prison. “He did 47 straight years and he came out with just his footlocker that he had and his TV and he had nothing except commercial housing, which we offered and supplied.” The reality is that these cases often parole from prison with little to no support from family or loved ones, which field agents must help assist to fill the gaps.

One of the biggest struggles McDowell has found with individuals who have been incarcerated for so long is trust. “There’s a big lack of trust,” he said. One of his methods to helping create a community and build bonds is to connect Lifers on his cases

with one another. “I use the guys that already trust me to break that barrier,” he explained. “It develops a trust, and it’s worked.” Another way McDowell helps to ease the release experience with his parolees is inviting State Appellate Defenders Office (SADO) attorneys to a parolee’s orientation. The attorneys sit in on the orientation and serve as a familiar face throughout the beginning of the parole process.

Additionally, McDowell supports his Lifer cases with his creation of Lifer Gatherings, which are gatherings of individuals at the Flint Parole Office who have paroled from Life sentences, and others who have since discharged. McDowell has organized two of these gatherings so far, in coordination with SADO attorneys and Catholic Charities of Shiawassee and Genesee, the local OSA Administrative Agency, with a third scheduled in December. “I just felt like there was a need to get these guys together for many reasons because they all know each other,” said McDowell.

These gatherings give individuals a chance to get together and share struggles, success stories, and their experiences since release. It even helps parole staff gain valuable feedback as to how they are doing. The office orders food and creates a welcoming atmosphere for all. The result of the first few gatherings? “It was remarkable, really,” said McDowell. “The impact of when they start talking and sharing their stories...it’s pretty powerful stuff. You know how when something happens and you try to put it into words but you really can’t? This is that times ten.”

McDowell has also started Pre-Release Parole Pilot programs around the state, which help to address prisoner questions and misconceptions about parole. “Everyone has different circumstances that they’re going to deal with, whether it’s child support or family issues or programming that the Parole Board orders...Whatever it is, you try to get them instead of just laying around and being idle in prison to think ahead before they get out so they’re more mentally prepared,” noted McDowell.

The Chippewa Correctional Experience, was started by McDowell and Patrick Kinney, a discharged Juvenile Lifer. The duo speaks to National Lifer Association prisoners at URF about pending legislation, parole, and what resources are available through OSA. An additional trip was scheduled in October, in which McDowell was attending with

a current parolee. These experiences have been successful and very well-received so far.

Overall, McDowell has enjoyed working with Lifer cases. “That’s one thing about a four-year parole term is they’re on for so long that you really do get to know them on another level, family included,” he noted. “You become more invested. It’s rewarding to see someone do well... Some people just need another chance. They aren’t the same people they were when they went in. Thirty-five to forty years does tend to change people.” McDowell notes that he has never had an individual on these caseloads go to jail in the seven years he’s supervised them.

When asked about the success stories of his caseload, Mark says, “I might have directed them the right way or shared information to help them, but I didn’t get anybody off of parole. They’ve done it themselves. It’s a decision that they’ve made that they’re never going to go back to that.”

The Work Continues

MDOC staff, community partners, and all involved stakeholders are continuously looking ahead to proactively address the needs and concerns of individuals returning to their communities and those who have already returned. Making sure they have adequate information about the parole and reentry processes is necessary and vital to ensuring their success. It’s all about providing information and setting them up to understand these processes. “People can accept an outcome if they feel like they’ve been treated fair,” said Blankenburg, “so if we’re demystifying the process and they can understand, that doesn’t do anything but put us in line with that procedural justice process.”

Finding ways to provide reentry services and assist returning citizens successfully transition into their communities will be at the forefront as the Department looks to the future. “We are doing something that no one else is doing,” said Blankenburg. “We are trying to stop victims from reoccurring again and again in the community. We don’t just give you a sentence. We actually try to help you not do what you did in the past.” These efforts are crucial to working towards the Department’s mission of creating “a safer Michigan by holding offenders accountable while promoting their success.”

85TH MICHIGAN STATE POLICE PISTOL MATCH

The 85th Michigan State Police Pistol Match took place on September 7 at the R.V. Gray Pistol Range in Jackson. The Michigan Department of Corrections has proudly sponsored Director's Shooting Teams to participate in the Match since 2017. This year staff from CFA, BOA and FOA, participated in qualifying events to determine who would represent the MDOC as a member of one of the Director's Teams. Additional teams and individuals also participated in the event representing the Department of Corrections. Fourteen different Law Enforcement Agencies competed at the match. Five of those teams competed against each other in the AA Division which is comprised of larger Departments. Director's Team #1 (Jonathon Archambeau (SLF), Chris Ward (ECF), Brian Majerczyk (ECF), Matthew Cody (MBP) and Jeremy Smith (MBP)) placed second overall in the AA division, matching their best previous finish which has been duplicated several times.

A highlight for the MDOC this year was the individual performance of Jonathon Archambeau who took 1st place overall in the AA division. Jonathon's score of 263-6x out of a possible 300 won him a Springfield Armory Pistol presented to him by the Michigan State Police. Jonathon also took 2nd place overall in the entire match, with his "Slow Fire" score of 97-4x. Jonathon hired into the MDOC in 2015. He has participated on the SLF Shooting Team and has been a member on the Director's Team since 2018. Jonathon has worked hard at improving his shooting scores over the past several years, spending his time outside of work practicing and competing on a local pistol league. Jonathon's score at the 2018 Directors Match was a 127-0x and his score of 263-6x at this year's match, was a 136 point improvement from 2018.

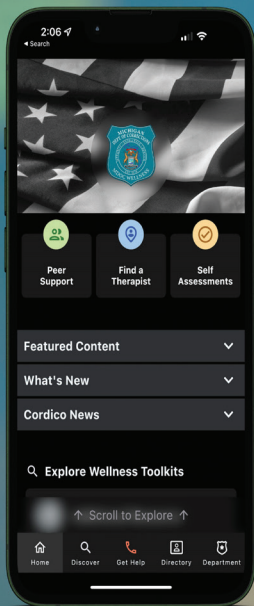
Other notable accomplishments during the match include Chris Ward taking 2nd place overall in the AA Division with a score of 261. He also won 2nd place overall in the entire match with his "Rapid Fire" score of 89-3x. Kasey Mlujeak (Radio Shop) was the top female shooter for the second year in a row, scoring 156. Each year the Director, in cooperation with Glock, presents the top shooter for the MDOC with a certificate for a Glock of their choice. If the shooter has received the certificate within the past five years, the gun is awarded to the next highest score. Dennis Aker (LCF) took home that prize this year with a score of 232.

The MDOC Shooting Team Organization is already preparing for the 2024 shooting season. Shooting events for the 2024 season will be organized through a cooperative effort of both the worksite chapters and the Shooting Team Organization.



WELLNESS APP GETS NEW LOOK

Download the
Michigan Department of Corrections
Wellness App



- Confidential
- Accessible 24/7 Helpline
- Wellness Unit, Peer Support & Chaplain Support
- Available for you, your family members & MDOC Retirees
- Self-Assessments
PTSD, sleep, stress & more
- Wellness Toolkit
videos & articles on 50+ topics
- Anonymous



You do so much to serve and take care of others, now take care of yourself.



Scan the QR code to install the wellness app.



THANK YOU FOR DONATING TO THE SECC



This year's State Employees Charitable Campaign ran from September 4 through October 6. This campaign provided State of Michigan employees with efficient and consistent pathways for charitable giving through online donations or payroll deductions to nearly 1,000 charities. This year, a total of 265 MDOC employees participated in automatic payroll deductions, raising a total of \$50,271. The state raised a total of \$514,555 during this year's campaign. Thank you to all of our employees who signed up for payroll deductions, donated, or helped fundraise. You are making a significant difference in your communities!

To proactively address mental health challenges among staff, including correctional officers, the Michigan Department of Corrections has launched an upgraded version of the MDOC Wellness app.

The Wellness app will continue to be a FREE resource available to all MDOC staff members, retirees, and their families. Powered by Cordico, 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. The improved app also 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.

Staff members, retirees, and their family members can download the app and have confidential, 24/7

access to the resources they need in their most difficult moments—on or off-duty.

The Department is proud to continue utilizing this technology to help members of the MDOC community build resilience and be proactive in living a healthy lifestyle for their own wellness and the well-being of their loved ones.

The upgraded MDOC Wellness App can be downloaded on the Apple App Store and Google Play. Once downloaded, users will be prompted to enter log-in credentials. Universal sign-in information will be shared in an upcoming weekly message or you can contact the Wellness Unit at 833-322-9355 or by emailing mdoc-wellness@michigan.gov.



Physical Plant Division: Supporting Immediate Needs While Planning for the Future

Diesel mechanic shop construction at Parnall Correctional Facility

Correctional facilities operate as miniature cities. Like cities, infrastructure is incredibly important and serves as the bedrock upon which everything else operates. Without secure perimeters, operational heating, ventilation, and air conditioning (HVAC) systems, and effective wastewater systems, nothing could function. In the MDOC those responsibilities, and many more, fall under the purview of the Physical Plant Division and facility maintenance. The Public Information Office recently sat down with Physical Plant Division Administrator Gene Page and Construction Projects Manager Trevor LeBarre to discuss the Division, its responsibilities, and some of their recent projects.

“I started in construction management 40 years ago,” said Page. His career has spanned the private sector and then with the state of Michigan, where he worked for DTMB’s Design and Construction Division for 20 years. When now-retired Physical Plant Division Administrator Ed Vallad asked Page to come and work on his team in 2013, Page took up the offer, working his way up to the Division’s Administrator, a position he assumed in February 2023.

“I started with the Department of Corrections in 1999 as an officer,” said LeBarre. “I had an engineering degree [...]. I was told at the time it was an easier way to transfer over to work for DEQ—that was my goal to begin with.” He rotated through a few custody positions and then spent time with Michigan State Industries as an engineering specialist. He eventually joined the Physical Plant division in 2013 as a Project Manager.

Division Structure

The Physical Plant Division is structured within the

MDOC’s Budget and Operations Administration (BOA) at Central Office in Lansing. There, 24 staff make up the team, which includes fire safety inspectors and supervisors, regulation agents, and environmental sanitarians—all of which are led by Environmental Health Manager Gene Wood—as well as building construction specialists led by LeBarre, and staff.

The Physical Plant Division’s administrative team is housed in Lansing. However, its work extends to facilities across the state. Each facility has its own maintenance staff made up of a crew of various disciplines that are led by a Physical Plant Supervisor. Facilities staff at the MDOC’s prisons number just under 400 across the state. Page and LeBarre work with Jeff Niemi and Dave Albrecht, the CFA Physical Plant Administrators for the Northern and Southern Regional Offices, who assist facilities with higher level maintenance projects. “We’re split up into those two regions and we’re Central Office... We cover all the construction projects at both, and we give guidance to crews at all 26 facilities,” Page explained. LeBarre noted that the Physical Plant Division is responsible for creating the physical plant operations plan, off which all facilities base their physical plant maintenance manuals which deal with preventative and emergency maintenance.

Physical Plant Responsibilities

“Preventative maintenance is the big keyword at each of these facilities. That’s their main responsibility,” said Page. This involves HVAC, water, sewer, and roofing, among many others. Each facility’s maintenance team is the first line of defense to make repairs if there are leaks, mechanical issues, or other needs. Page and LeBarre become involved if issues are too extensive for

Committed to Protect, Dedicated to Success

the facility's team to handle alone. LeBarre and his unit also perform site reviews, which allow the Physical Plant Division to ensure that various codes and requirements are met. "Trevor and his team look over every single facility and make sure that they are running well, being maintained correctly, and preventative maintenance is being done right," Page noted. Ensuring that the MDOC's Physical Plant is secure, safe, and up to code is a constant job. "Trevor and I and our Physical Plant Supervisors are 24/7/365," said Page.

The Physical Plant Division also takes the lead when it comes to security and ensuring that the MDOC has the latest and most up-to-date technology and detection, including being responsible for researching and testing new security systems. "We have to pilot and test and then get approval before we can implement and create a new standard. So, Gene and I create the standards for all of these, like our perimeter fences, the sally port, all the security around them, how everything is constructed," said LeBarre. "If a prisoner tries to escape, we want to stop them, we want to catch them, and we provide the expertise with state-of-the-art elaborate camera systems. If they touch the fence, we know where they touched," added Page.

Capital Outlay Projects

What really excites Page and LeBarre are the large-scale projects they oversee that help to ensure the MDOC's future, like Green Oaks Training and Development Center. The center has been undergoing extensive renovations and upgrades amounting to over 54,000 square feet, including constructing additional classrooms, academic offices, creating a new main entrance lobby, a cafeteria, gym, auditorium, and construction of a new gun range. "Green Oaks Training Facility is a fantastic, beautiful state of the art facility," noted Page. "What we want to say to the new potential people that would like to come work for Corrections, is 'Welcome, you mean a lot to us, and we have built this state-of-the-art facility with the best technology for teaching.'" As part of the project, a new three story 50,000 square foot lodging facility is also being constructed adjacent to the training center allowing for overnight stays. The MDOC also is preparing to construct a new training academy for the Northern Region as well, which will be like Green Oaks, but on a smaller scale.

Other projects Page and LeBarre oversee include construction of the MDOC's Vocational Village sites like the new diesel technology training program center at the Parnall Correctional Facility, which LeBarre is in the middle of leading. The project includes renovations and additions totaling over 18,000 square feet, which includes remodeling the facility's old radio shop into a heavy diesel technology program and the construction of an addition

to provide space for semi-trucks and semi-trailers for the program's students to work on. This program will provide incarcerated individuals the skills to work on diesel equipment and mechanics, preparing them with highly sought after skills that employers will seek out upon, or even before, their release.



Inside the diesel mechanic shop being built at Parnall Correctional Facility

Looking to the Future

The MDOC's facilities are utilized 24/7, 365 days a year and with that comes increasing upkeep and dockets of preventative maintenance that is required for the Department to continue to work towards its mission. "We have some huge challenges [...]. We are in the midst of trying to replace worn out equipment before disasters occur," Page said. This includes HVAC equipment across the state, replacing perimeter drives, and cell door lock control upkeep. Of the list, LeBarre noted, "It's the most projects that we've ever had at one time in the history of the Department of Corrections."

The Physical Plant Division's responsibilities are multifaceted, from assisting with preventative maintenance at each correctional facility, to keeping abreast of safety and security needs, to planning and coordinating longer-term projects. Page and LeBarre, along with their teams, work diligently to keep everything running like a well-oiled machine. Even with all the current and future work on their plates, the team is optimistic and excited to discuss their work. Their passion for what they do is obvious. When asked how he was feeling at the moment about his job and responsibilities, Page noted, "It's a dream job for me. I love it."



Construction of the Green Oaks Lodging Facility

With Thanks

Saginaw Correctional Facility Warden Adam Douglas recently received a handwritten letter from a soon-to-be parolee praising the work of Institutional Parole Agent Thomas Michaels.

Thank you, IPA Michaels, for your compassion, kindness, and positive attitude!

Warden Douglas,

10/9/23

My name is _____ one of your honorably discharged Veterans, one of your Delta College Class of 22 grads, and soon to be a Parolee who will be successful come 12/7/23.

I'm writing to share with you about my experience working with Mr Michaels. If you have an Outstanding Employee award/recognition, please consider him for such an award.

As an officer he WAS EASY to talk with, seek advice from. As the Parole release coordinator he has been nothing short of an angel from heaven. His efforts have reduced my and my families stress during my Parole process to get me home to Colorado. For over a year he has been answering questions, leading me to a successful reintegration in to society. He has researched my issues, reached out to local and distant contacts. He has always greeted me with a smile, a kind word, and positive Assurance. Thank you for having him in your administration, he is a blessing, a Champion, one of the greatest Assets/resources here at SRF. He goes above and beyond in his duties.

Please share my words and sincere thanks with Mr Michaels supervisor and with Mr Michaels.

Bowing Deeply before the
Buddha within you,

With Thanks

Genesee County Parole Agent Steven Hester received a heartfelt message from a loved one of a parolee who was successfully discharged from parole in September.

Thank you, Agent Hester, for going above and beyond to ensure success for the clients you supervise!

Agent Hester,

I apologize that I wasn't able to be home yesterday, I didn't realize you'd be here. It was a nice surprise when I got out of class though. I want to make sure I express my gratitude for all you've done, with the hope that you will understand how impactful you have been in both of our lives.

There really are no words for how deeply grateful I am for the role you played in Joe's many successes this last year. Not only did you make everything he's done possible, you made the work on my end much easier. His transition to reentering the world this time was a bit different than the other times, he only had himself to worry about in the past but this time around he had me. He put a lot of pressure on himself to immediately contribute to a partnership and household, to live up to the man he felt was worthy of me. It made for a rocky start, and without your help in getting things moving quickly for his driving school, and the freedom of movement to do what he needed to do, it would have made it much harder for me. I don't think I would've made it through the year without that, and without me he wouldn't have made it. He needed stability, support, patience, and two people who believed in him. Or as he told you the first time he spoke to you, he just needed a chance. He's always been capable, he just lacked those things that he desperately needed.

I will be forever indebted to you for being that second person he needed. You allowed not only me, but his mom as well, the chance to watch him do what we've always known he could do. You helped him become the man he's always wanted to be, and do things he's always wanted to do, and those things will lead to him doing all the other things he's always wanted to do. You also provided him with a positive parole experience, not one time did he have any complaints or negative things to say about you.

I pray that you end this year as his agent knowing what a real and significant difference you've made in his life, one that will carry him through every single day he has left on this earth. He would not be where he is today without you. He couldn't have done it without you, and I couldn't have done it without you. The words 'thank you' fall terribly short of expressing the amount of gratitude I have for you, but with no other words in existence to accurately express it I will say this- thank you for making everything he has done, and all he will do in the years to come, possible. It will never be forgotten.

Renee O.

2023 PRETRIAL, PROBATION, AND PAROLE SUPERVISION WEEK

Pretrial, Probation, and Parole Supervision Week was celebrated on July 16-22 this year, with the theme "Stronger Together." Across the country there are over 100,000 field professionals that help supervise close to 6.4 million individuals. Here in the MDOC, we are proud to have over 1,500 FOA staff that work to keep our communities safe while helping those on parole or probation find success.

During PPPS Week this year, staff from across FOA took the time to gather, recognize, and celebrate the vital work that is being done in communities across the state. These celebrations included luncheons, picnics, and meet-ups at local parks which allowed staff to gather, network, and even enjoy some friendly competition.

Michigan is a national leader in evidence-based supervision and our commitment to effective programming, interventions, and supports help thousands of people each year successfully complete their supervision and move forward in life on a positive and safe path. The work that our Field Staff perform is oftentimes demanding and calls upon

them to utilize a wide range of skills, techniques, and expertise. This work is integral to the mission of the MDOC, and we thank them for their continued dedication.



2023 SUSAN M. HUNTER SCHOLARSHIP RECIPIENTS

The Susan M. Hunter scholarship honors the late Susan M. Hunter, who was Chief of the Prisons Division at the National Institute of Corrections, for 20 years. The scholarship is open to children of current, retired, or deceased full-time employees of a corrections agency that is a member of the Correctional Leaders Association.

We would like to extend a congratulations to the following students who were awarded the scholarship in 2023:

- Retired Carson City Correctional Facility ARUS Bruce Nicholson's child, Kamryn, who received scholarship funds in 2022 and 2023.

- Women's Huron Valley Correctional Facility Deputy Warden Karri Osterhout's child, Brad, who received scholarship funds in 2021, 2022, and 2023.
- Macomb Correctional Facility Corrections Officer Iyabo Shafau's child, Faheed, who received scholarship funds in 2021, 2022, and 2023.

Congratulations to the above recipients! The 2024 Scholarship application will open on February 1, 2024. For questions about the Susan M Hunter Scholarship, please email Tanna Perez at scholarships@correctionalleaders.com.

Recruitment Q&A with Newberry Corrections Officer Tina Tuyo

Efforts are underway across the state to encourage individuals to join the ranks of MDOC employees. None of this could be done without the hard work and efforts of our own employees who team up and head out into their communities to advocate on behalf of the Department and let others know about the wide range of opportunities that exist within the MDOC. Word of mouth has always been one of the most important factors new recruits mention as to how they found out about employment with the MDOC. The power of this person-to-person recruitment cannot be overstated. Tina Tuyo, a current Corrections Officer at the Newberry Correctional Facility, is just one of many employees who advocates strongly for their facility and has been a part of the success of local recruitment.

To learn a little more about CO Tuyo and her efforts, the Public Information Office asked her a few questions to understand what makes her continue to advocate for people to join the MDOC.

Q. Tell us about yourself. How long have you been with the MDOC? What made you want to come work for the Department?

A. I've been with the Department since January of 2019. I decided to join the MDOC because it is one of the most reliable jobs in the area that I live in. Newberry is a small town that mainly relies on the tourist season (lots of restaurants and seasonal businesses). To have the prison here offers the residents and community year-round stable employment that provides better benefits.

Q. You have successfully recruited several new officers to your facility. What is your secret? When you're speaking to people, how do you energize and encourage them to apply? Are they friends, family, strangers, etc.?

A. As of this year, I believe that I've personally recruited four individuals that are currently enrolled in the academy that started October 2. I also went through the interview process with two more of the recruits that are also enrolled in the same academy, and then helped to recruit three officers that are currently working here at NCF. I've had a few people reach out to me with interest in applying and that have applied online for the January 2024 academy. In previous years, I've helped to recruit one officer that is currently working at Alger and one that was working at Kinross.

Honestly, I don't know what my secret is or if I even have one!

Several of the people I've recruited have been people that I've known and worked with at previous jobs, but a few of them have been complete strangers. Working for the MDOC offers a lot of benefits that other jobs in the area can't compete with and that's what I try to convey to people. A lot of individuals I've come across are intimidated by the idea applying to the MDOC. They think they don't have the qualifications or aren't able to pass the physical fitness tests, and it helps to have someone they can reach out to, to help explain and simplify everything such as the classes that are offered to earn your college credits, and what the fitness test really consists of. I like to see my community and people I know thrive, and if I can be an outlet to help them achieve more stability in their lives by showing them that the MDOC is a great career opportunity, then I will gladly jump at it!



Q. What feedback have you received from the people who listened to your recruitment efforts and are working in facilities?

A. So far from what I've seen and been told they are enjoying working for the Department and they enjoy the perks and benefits that they job provides.

Q. Why do you feel it is important for each MDOC staff member to take part in recruiting individuals?

A. I feel that it is very important that all staff members try helping with recruitment efforts. The more staff that we have, the better morale we have inside our facilities. We all have people we work with who complain about being short-staffed, are tired of the mandates, and who are burnt out. Well then, change it! Help recruit people so that we become better staffed, the mandates then get cut down, and then that eliminates the exhaustion.

Q. What does it mean to you when you think about your career with the MDOC, and what impact you have?

A. I enjoy my career with the MDOC. I feel that I've found something that I excel at. Getting involved with the recruitment side of things has been fun, and I'm excited to pursue it further. If I have any impact on the Department whatsoever, I hope it would be my recruitment efforts and trying to help my facility and others become better staffed as much as I possibly can. Our jobs are tough and strenuous at times and right now, facilities are facing low staffing, making things even tougher on Corrections Officers. I just want to help fix the problem if I can.

About the Employee Engagement Committee



The Michigan Department of Corrections established an Employee Engagement Committee in 2017 to foster support and enhance employee engagement within the MDOC. The committee does this through group events and inclusive activities. The committee also supports MDOC families who have experienced a tragedy or loss through a financial donation from the Employee Engagement Fund.

The Employee Engagement Committee is a 501(c) (7) nonprofit organization, which means to be able to financially support the Department and its employees, it must rely on raising money from fundraisers and activities, which include purchases made from Busy Bee's, proceeds from Employee Rec Day, and sales of the annual Dogs of the MDOC Calendar.

Since 2019, the Employee Engagement Fund has donated over \$15,000 to MDOC employees when

they've needed it the most. Once the EPIC Section becomes aware of a devastating situation, a handwritten card with a donation is sent to the impacted family. Donations have been made for house fires, floods, and deaths.

The work that the Employee Engagement Committee does is so vital to the Department, that Director Washington appoints a new EPIC team each year. The committee is made up of volunteers, who serve a one-year term, from January to December.

The team is always looking for new ideas and opportunities to enhance and advance employee engagement. If you have suggestions for this team to consider, please feel free to email the EPIC mailbox MDOC-EPIC@michigan.gov.

Employee Engagement at a Glance

- ★ The Employee Recreation Days are the committee's biggest fundraisers.
- ★ When staff participate in Employee Engagement Events, the money raised helps to fund other events and helps employees in need.
- ★ The Employee Engagement Fund donates to Veterans organizations during Veterans Appreciation Week.
- ★ The Employee Engagement Fund receives a portion of all online purchases from Busy Bee's.
- ★ In 2023, the Employee Engagement team provided discounts to waterparks, baseball games, riverboat cruises, Cedar Point's HalloWeekends, and more!

MDOC WELCOMES NEW OFFICERS AND AGENTS

The Michigan Department of Corrections welcomed 144 new corrections officers as members of the Mike Eagen Academy class. MDOC Director Heidi Washington and class namesake Mike Eagen addressed the recruits and offered them words of advice during graduation ceremonies held on August 30 in the Upper Peninsula and September 15 in the Lower Peninsula. Graduating recruits earned awards for personal conduct and academic achievement.

Upper Peninsula Academy Award winners:

- Jack Budd Award, CO Larry Fultz
- Josephine B. McCallum Award, CO Nicholas Longson
- Academic Excellence Award, CO Michael Manning

Lower Peninsula Academy Award winners:

- Jack L. Budd Award, CO Stanley Ezell
- Josephine B. McCallum Award, CO Greg Taylor
- Academic Excellence Award, COs Brendan Johnson and Devin Baker,

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



On September 29, the field agents from the 2023 Barbara Sampson New Agent Academy participated in an Oath of Office ceremony. The following agents took the oath:

- Allan Penk – Macomb Parole Violation Unit (Field Services Assistant)
- Leia Chapman – Pontiac Probation
- Monique Joyce – Pontiac Probation
- Shawna Lynn – Pontiac Probation
- Kaitlyn Montone – Pontiac Probation
- Jennifer Prince – Troy Probation
- Tjuana Scott – Troy Probation
- Zachary Kakowski – Ingham County Probation
- Charles Prince – Handlon Correctional Facility (Institutional Parole Agent)
- Bradley Verburg – Barry County Parole/Probation
- Kristie Poniewierski – Wayne County Court Services
- Henderson Allen – Genesee County Probation
- Erin Dillay – Hillsdale County Parole/Probation
- Matthew Lundquist – Barry County Parole/Probation
- Darneca Crenshaw – Eastern Probation
- Karoline Nowak – Eastern Probation

The Extra Mile

MDOC staff go beyond the call of duty to help others



Newberry Correctional Facility RUM Scott Farley was recently presented a Lifesaving Award by Director Washington in recognition of his actions that saved the life of a child. RUM Scott Farley was at the Hiawatha Sportman's Club with his wife, who was sitting across from a small child when she realized the child was choking and unable to breathe. She alerted RUM Farley, who immediately jumped up and took hold of the small child from behind. RUM Farley lifted the child to his feet and performed the Heimlich Emergency Procedure. After delivering three compressions, the food was dislodged from the child's throat, and he began breathing on his own.

Alger Correctional Facility Acting Prison Counselor Brad Hill took part in the search and rescue of three boy scouts who had gone missing in July. A call was received at the Alger County Sheriff's Office around 6 p.m. on July 19 reporting that three boy scouts had gone missing from the Camp Hiawatha Boy Scout Camp in Au Train Township. They had gone missing when they became separated from their group during a hiking excursion. Alger County Sheriff's Deputies, the Alger County K9 Unit, and the Alger County Rescue 21 team were dispatched. The boy scouts were found within half an hour of the search beginning, with 911 texting being utilized in determining the boys' location.



The Macomb Parole Office recently assisted the St. Michael Catholic Community in bridging the gap, helping to provide boxes of basic supplies for individuals being released from prison who are temporarily placed in commercial housing. The amount of donations the office received from the parish community was incredible and included over 40 food boxes and supplemental food that will be provided to returning citizens.

Corrections Quiz

When was the MDOC's Employee Engagement Committee established?

Send your answer to Lisa Gass at GassL@michigan.gov. 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.

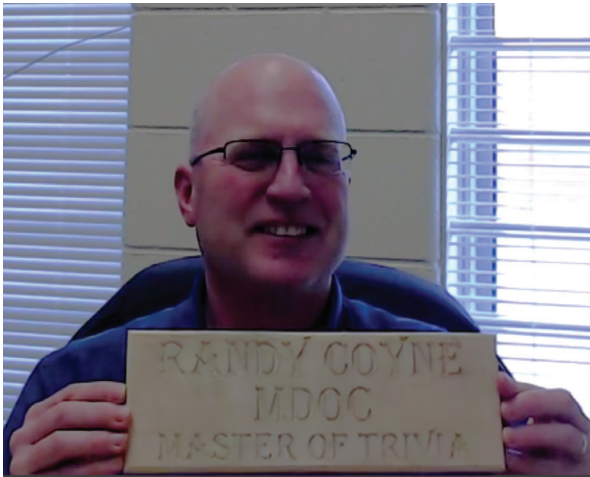
Second Quarter Quiz Recap

Who was recently named as the 2023 MDOC Officer of the Year?

Answer: Abigail Gainey

Congratulations to Record Supervisor **Randy Coyne**, at Alger Correctional Facility, for being the first to correctly answer the Second Quarter Corrections Quiz. And shout-out to ADW **Carolle Walker**, at Saginaw Correctional Facility, and HR Manager **Beebe Reno**, at Gus Harrison Correctional Facility for also submitting correct answers. Great job!

PUBLIC INFORMATION OFFICE AWARDS PLAQUE TO LOYAL READER



If there were ever an MDOC Master of Trivia, Randy Coyne, Records Office Supervisor at the Alger Correctional Facility, would proudly wear this title! Randy has submitted correct answers first for 8 out of 14 Corrections Connection Quizzes, meaning he has a nearly 60% win rate. To recognize his achievement and thank him for being a loyal reader, the Public Information Office (PIO) bestowed upon him a plaque, officially naming him the MDOC Master of Trivia.

"Thanks for making October 10, 2023, from an ordinary day to something special," said Randy after receiving this special award.

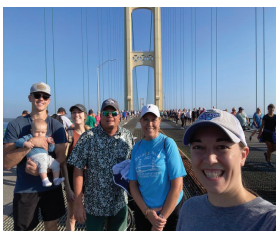
Congratulations, Randy! We also want to thank the Marquette Branch Prison Building Trades program for making the plaque.

EMPLOYEE ENGAGEMENT EVENT PHOTOS



The Employee Engagement Committee has hosted more than 12 events so far this year, including baseball games, a Detroit Princess Riverboat cruise, HalloWeekends at Cedar Point, and more.

Thanks to Jerry Brown, from the Pontiac Probation Office, for sending a photo of his 6-year-old grandson Tristyn Plateau throwing the first pitch at the Jimmy John's field before a United Shore Professional Baseball League game!



And shout-out to Richard A. Handlon Correctional Facility Deputy Warden Scott Yokom for sending photos from the Mackinac Bridge Walk!

SNAPSHOTS

A LOOK AT LIFE AROUND THE MDOC



Corrections in the News

Thousands in federal college grants now available to inmates

By: David Sackrider Aug 3, 2023 Updated Aug 3, 2023 1

Calvin University's 'Returning Citizens Map' aims to connect former inmates to resources

The map includes resources for housing, employment, legal counseling, food, and clothing assistance.

Tight labor market helps Michigan's ex-prisoners find jobs

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...



Michigan Department of Corrections

October 11 at 8:59 AM · 🌐

Hello, world! Meet Ziggy, a recent graduate from the Leader Dogs for the Blind! Ziggy was the first puppy trained by Prisoner Rose in Ionia and has been successfully paired with a client as their Leader Dog! We are incredibly grateful for Prisoner Rose and the time, dedication, love, and attention he gave to Ziggy. We are so proud of you, Ziggy! 🐶🐾

#ServiceDog
#LeaderDogsForTheBlind
#ForeverFriend
#PuppySchool



To see more, like the MDOC on Facebook

Committed to Protect, Dedicated to Success

RETIREMENTS AND DEPARTURES:

JULY 2022 - SEPTEMBER 2023

Aaron, David L	LMF	Carr, Darrell D	LCF
Adams, Karin M	AMF	Castle-Sipka, Anna M	MTU
Albritten, Michele N	WHV	Caswell, Dianne S	Central Office
Alston, Omar B	VanBuren County	Chambers, Richard	MRF
Alvarado, Arthur J	JCF	Champion, Michael J	MBP
Amador, Johnny P	ARF	Chapin, Melody K	URF
Anderson, Eric J	SMT	Charbonneau, Joseph J	NCF
Anderson, Gloria J	Central Office	Chriswell, Monty R	TCF
Anderson, Robert	KCF	Claus, Jason A	KCF
Antes, Daniel J	ECF	Clements, John E	AMF
Antilla, Danny P	NCF	Clifton, David E	JCS
Aquino, Clemente M	Lahser District	Coleman, Catherine N	WHV
Arnold, Denise L	JCS	Conn, Kathy K	Macomb County
Bamford, Martha S	FOA Region III	Connors, Michael W	URF
Bass, Shannon K	WCC	Cook, A C	ARF
Beard, Robert	STF	Cook, Earl A	Jackson Region
Belanger, David J	URF	Cooley, Edward E	STF
Bellinger, Chad F	Central Office	Copeland, Ronald G	JCF
Belt, Charles R	JCF	Cowton, Helen E	Washtenaw County
Bemiss, Elizabeth A	St. Clair County	Crisp, Harold R	URF
Bennett, Robin	Central Office	Croft, William N	TCF
Berlin, Kathy S	Kent County	Crouch-Wiley, Renea	WHV
Black, Douglas J	ECF	Cummings, Craig C	AMF
Blanchard, Lori L	ECF	Cunningham, Chad F	DRF
Bluemle, Jude T	Presque Isle County	Damore, Andrea M	Oakland County
Boden, Christina R	LCF	Daniels, Terri F	STF
Bonn, Alan M	MTU	Datema, Kacy B	IBC
Boudreau, Mark R	MRF	Daugherty, Michael J	WHV
Bowers, Johnny	AMF	David, Kenyatta	Wayne County
Bradley, Clinton D	Central Office	Davis, Paul E	LRF
Brennan, Craig E	LMF	Deangelo, Jodi L	WCC
Bridges, Walter S	MTU	Deloria, Edward J	NCF
Brown, Kevin D	MRF	Demenov, Diane C	DRF
Brown, Lori K	RMI	Deshais, Jason G	SRF
Brown, Michael G	KCF	Devereaux, Brian L	Central Office
Buck, Sharleen M	Central Office	Dickerson, John M	MCF
Buda, Steven M	AMF	Dicus, Craig W	URF
Burns, Alan	DRF	Dingwell, William M	TCF
Burns, Alan	DRF	Drepps, Joel M	WHV
Call, William J	JCS	Duell, Randy R	MSI
Calvin, Tommie D	MCF	Dulaney, Jemall	MTU
Carl, Becky L	SLF	Dumas, Lori L	ECF
Carlson, David J	NCF	Dunn, Brenda D	JCF

RETIREMENTS AND DEPARTURES:

JULY 2022 - SEPTEMBER 2023

Durant, Danny J	URF	Griswold, Bryan	MTU
Dyer, Andrew S	SLF	Grondsma, Philip J	ECF
Elliott, Larry L	Bay County	Grove, Jeffrey D	SRF
Ellis, David E	LCF	Grygorcewicz, William T	MRF
Espinoza, Anna M	ARF	Gundy, Jill E	IBC
Espinoza, Maria E	Ottawa County	Gunter, Todd A	ICF
Evans, Cheryl A	Jackson County	Gustafson, Melissa A	KCF
Evans, Vicky R	Ottawa County	Hall, Steven	ARF
Fallon, Lawrence M	AMF	Hamilton, Jeff E	WHV
Fanelli, Elizabeth A	SMT	Hammond, Steven P	JCF
Farley, Kay F	Berrien County	Harris, Andre'	WCC
Ferguson, Gary D	ICF	Harris, Anitra	Oakland County
Ferguson, Julie A	JCS	Harris, Theresa D	Jackson County
Ferris, Michael G	SRF	Hartnagel, Melissa S	JCF
Ferris, Scott A	SRF	Harvatich, Teresa A	Allegan County
Ford, Michael C	URF	Harvey, Kathie M	Wayne County
Francis, Taryn N	Central Office	Hass, Arlene S	Huron County
French, Roger L	NCF	Hatfield, Lawrence J	URF
Friend, Bryan	SLF	Hayes, Timothy J	Central Office
Fulayter, William R	WHV	Hayosh, Randall W	MRF
Fuson, Debra L	SRF	Heberer, Lynn M	Oakland County
Gallagher, Deann M	MSI	Heckman, Brenda P	MCF
Gaskill, Amie J	ICF	Hendrick, John T	ECF
Gauthier, Robert J	ECF	Higgins, Danielle M	Kent County
Germain, Chad D	NCF	Hill, James M	WHV
Gibas, Angela	SRF	Hill, Timothy S	AMF
Gibas, Stephen W	SRF	Hinton, Penelope A	WHV
Gilbert, David L	URF	Hodge, Katherine M	Central Office
Gilbert, Robert J	JCS	Hofbauer, Michael R	MRF
Gillespie, Todd P	STF	Holden, Karolyn A	ECF
Gleeson, Michael R	LCF	Honsinger, Janet M	TCF
Goetz, Karen S	URF	Hopkins, Alison L	TCF
Gonzales, Edward P	TCF	Horrocks, Mark S	IBC
Goodfellow, F H	MRF	Howe, Paul E	TCF
Goodman, Brenda L	ECF	Hudson, Toriano A	MRF
Gould, Alicejane	MTU	Hughes, Michael D	Wayne County
Gowens, Pamela W	WHV	Hughes, Ronald F	Central Office
Gray, Shane J	Central Office	Hunter, Brenda	MRF
Greason, Alan	MRF	Huscio, Vicki L	Jackson County
Green, Jeffrey E	URF	Huss, Erica S	NCF
Green, Shelley C	St. Clair County	Huyck, Jason D	KCF
Greer, Martha S	Genesee County	Hyttinen, Terry E	MBP
Griggs, Monica Y	Wayne County	Inman, Clayton R	STF

RETIREMENTS AND DEPARTURES:

JULY 2022 - SEPTEMBER 2023

Jackson, Andre L	RGC	L'Huillier, Mark C	LMF
Jacobs, Jon C	SLF	Liske, Dale M	MRF
Jacobson, Curtis L	MSI	Loftis, Kenneth P	MRF
Jeffries, John M	Greenfield District	Lohman, John L	LRF
Jestila, Jeffrey	MBP	Lutkus, Gary A	Mason County
Johnson, Natalie C	ECF	Main, Jim L	SLF
Johnson, Thomas M	Central Office	Manser, Daniel J	Central Office
Johnston, Debra L	SMT	Marburg, Loren	SLF
Jolley, James T	SLF	Markiewicz, Patricia J	Kent County
Jones, Keather J	DDC	Marshall, Angela L	Genesee County
Jones, Michele M	DRF	Martin, Allyson K	Central Office
Jones, Rose M	MTU	Martinez, Kenneth L	RGC
Jones-Russell, Keather J	DDC	Matthews, Jon A	MBP
Jouppi, John G	WHV	Mcalary, James A	RGC
Kahila, Martha	RGC	Mccomb, Kenneth J	LRF
Kamrada, Christopher J	MSI	Mcdevitt, Joan	JCF
Karel, Amy J	LRF	Mcgarrry, Patrick J	ARF
Kautz, Claude E	AMF	Mclean, Gerald L	URF
Keiffer, Karen A	Central Office	Mclean, Michael J	URF
Kennelly, John P	SRF	Mcnamara, Shawn A	MRF
Kiah, Carolyn B	WHV	Meeks, Tyrone N	WCC
Kindinger, Steven G	ARF	Melle, Kelly	Central Office
King, Kristina L	STF	Menard, Gerald R	AMF
Kisor, Tiffani R	JCF	Merry, Max O	DRF
Klimowicz, Kathleen R	LRF	Mesnard, Dennis P	Central Office
Knowles, Patrick M	Oakland County	Miller, Jill	MTU
Kohagen, Kathleen M	MTU	Miller, Kim R	KCF
Kolka, Keith F	SRF	Minton, Toni J	AMF
Kotzian, Kevin	WHV	Moore, David J	NCF
Kramer, Robert P	MTU	Moore, Kristine M	Macomb County
Krantz, Daniel	WCC	Moran, Michael P	MTU
Kratt, Aaron M	MBP	Morgan, Gregory G	WHV
Krause, Joseph T	SLF	Morgan, Willie J	Jackson Region
Krchmar, Donald W	TCF	Morrow, William M	IBC
Laclair, Nancy L	DRF	Moss, Steven E	AMF
Ladd, Robert W	WCC	Mucha, Leo G	WCC
Lahr, Barbara	WHV	Mullen, Dawn R	AMF
Lanctot, Dennis F	AMF	Myers, Jason R	STF
Lantis, Thomas A	LCF	Nichols, Brenda L	ECF
Lapalm, Maurice L	LMF	Nisun, Mary K	Wayne County
Larson, Kevin R	URF	Noble, Donald T	Genesee County
Lee, Ronald E	MRF	Noble, Frank L	LRF
Lemire, Timothy W	ECF	Oconnell, Dana R	RMI

RETIREMENTS AND DEPARTURES:

JULY 2022 - SEPTEMBER 2023

Olmstead, Virginia A	URF	Roberts, Mary Jo	Saginaw County
Ortega, Robert A	TCF	Roddy, Michael L	MTU
Ortiz, Vickie J	MTU	Roelofs, Jodi L	WCC
Osika, Charles N	STF	Rogers, James G	URF
Ostrander, Michael W	Genesee County	Rohde, Robert J	RGC
Owens, Shanequa S	WHV	Romans, Paul E	JCS
Pangrazzi, Mary C	Greenfield District	Rosebrock, Beckie	KCF
Parker, Gloria J	Central Office	Ross, Mitchell L	SLF
Parker, Jamie S	RMI	Ross, Timothy L	URF
Patterson, Douglas L	SMT	Rousseau, Brian H	TCF
Paulsen, Dawn J	STF	Royals, Nykinta S	Wayne County
Pazitka, Ernest J	JCF	Rucker, Curt M	ECF
Peard, Eric M	Kent County	Rueckert, Kelly L	FOA Region III
Peyton, Gayland B	KCF	Ruotsala, Jason R	AMF
Phillips, Robert S	MBP	Rusnell, David L	MTU
Pickvet, Debra K	Bay County	Sage, Billie Jo	LMF
Piispanen, Greg E	AMF	Salinas, Sanpedro	SLF
Piper, Glenn	Central Office	Sanders, Pamela L	WHV
Pitts-White, Linda	Macomb County	Sata, Nicholas C	JCS
Platte, Scott R	DRF	Sauls, Elbert D	WCC
Plumm, Brenda S	Central Office	Savera, Jason A	MBP
Poli, Karen C	Saginaw County	Schiller, Robert L	JCF
Poli, Robert J	TCF	Schmid, Ronald W	IBC
Poll, Gregory A	LCF	Schneider, Larry	Central Office
Potila, Dean D	LMF	Schoen, Laurie A	Wayne County
Potts, Elihue B	WHV	Schoendorf, Scott	SLF
Price, Herb L	SMT	Schumacher, Lori A	Wayne County
Price, Timothy L	STF	Schweigert, Carri	Mecosta County
Prunick, Karen L	LMF	Searfoss, Jerald J	TCF
Quiroga, Jose M	MTU	Sebring, Marcia A	ARF
Randall, Dennis L	LCF	Shaver, David L	SMT
Ransom, Erica M	MRF	Shaw, Bradley L	STF
Rasmussen, John J	LMF	Shaw, Chris J	SLF
Regis, Kelly L	Ingham County	Shoup, James M	Central Office
Reichhardt, John O	Northern Region	Shrum, Mark W	Central Office
Reinsch, Dianne S	Central Office	Simpson, Brenda S	IBC
Rennaker, Douglas E	JCS	Skelton, Ryan M	WHV
Renteria, Denise L	JCS	Slough, Jason W	WHV
Reska, Todd M	RGC	Slusser, Linda L	RGC
Richardson, Linnae	RGC	Smart, Mary E	NCF
Richardson-Marry, Linnae	RGC	Smith, Chad C	URF
Ricumstrict, Donald R	JCS	Snyder, Ronald D	SMT
Risley, Michelle S	Central Office	Sohlden, Jesse L	AMF

RETIREMENTS AND DEPARTURES:

JULY 2022 - SEPTEMBER 2023

Spalding-Wright, Shirleen	Wayne County	Webster, Gregory L	SLF
Speers, Jon E	IBC	Weers, Lynda M	LCF
Spens, Walter K	KCF	Wellman, Bradley D	ARF
Stephens, Jamie L	Southern Region	Wells, Denise	IBC
Stephenson, George E	MRF	West, Tyrone D	SRF
Stevens, Kenneth J	AMF	Wheeler, Howard L	JCS
Stewart, CJ	DRF	Wheeler, Jason B	RGC
Storey, Charles D	URF	Wilson, Joseph C	Saginaw County
Storey, Jason S	URF	Wilson, Richard M	RGC
Stoyk, Paul A	ARF	Wilson, Sandra A	Central Office
Straw, Chadd L	TCF	Wood, Melanie M	Genesee County
Strotheide, Vickie J	MTU	Wright, Charles	Wayne County
Summerour, James L	RGC	Wright, Debra L	SRF
Suppes, Diane	IBC	Wright, Phyllis M	WHV
Swain, Tracie C	IBC	Young, Matthew D	Central Office
Taskila, Kristopher L	AMF		
Taylor, Perry A	SMT		
Teachout, Kirk R	RGC		
Tervo, Joel E	MBP		
Thelen, Derrick L	SLF		
Thelen, Douglas B	ICF		
Tincknell, Terry T	Marquette County		
Tipton, Walter J	SRF		
Tiseo, Diane	Wayne County		
Tourangeau, Joseph F	Berrien County		
Traylor, Charles C	ICF		
Treadwell, Theresa M	RGC		
Trudell, David A	MCF		
Valle, Rachelle I	KCF		
Valley, Scott L	RGC		
Vandeusen, Leslie A	Kent County		
Vandyke, Dawn M	LRF		
Vandyke, Terri	Kalamazoo County		
Vermillion, Darlene L	ECF		
Voorheis, Joseph H	ECF		
Vriese, Harry J	MTU		
Walk, Kim	MRF		
Wall, Donald R	MRF		
Walton, James P	Calhoun County		
Watson, Shonda M	MRF		
Wayda-Slowski, Suzanne	ARF		
Wayne, Jason R	Ionia County		
Webb, Lorry A	URF		