



EPIC News – FEBRUARY 2019 EDITION

Staff Wellness Survey – Because your health and well-being is important!

Thank you to everyone who took the time to complete the Staff Wellness Survey. The survey has closed and the data is being analyzed by Desert Waters Correctional Outreach. This will take several months to complete. Once the findings are released to the Department, we will share that information and begin developing resources and programming that will assist with the physical, mental and emotional health of our employees.

Stress Management Tool

A new, comprehensive stress management tool is now available for use. This tool is completely free and is offered to you through the Employee Service Program website, under the Resources Tab. This new tool allows employees and their family members to create an individualized stress management profile and plan. It is a resiliency based model, and offers many tips including relaxation techniques, meditation, and thinking differently.

The direct link to the tool is as follows: <https://www.mystresstools.com/registration/mich-esp>.

It is also now available on the MDOC website under *the Quick Links Section*, labeled *Stress Management Tool*.

Please help spread the word about this new tool which is a positive step toward creating a healthier workforce.

Veterans Appreciation Week



During Veterans Appreciation Week, the EPIC Section sponsored a 50/50 raffle in Grandview Plaza to benefit the National Coalition for Homeless Veterans. Thanks to our generous employees, we were able to present this organization with a check for \$1,527.00.

Employee Survey

Now that the 2018 Employee Survey results have been received and shared with each administration, the Department will now begin making constructive changes and developing clear strategies for the future. Worksites have begun the important work of reviewing the data and developing comprehensive action plans based on your feedback.

In the process of developing action plans, worksites carefully examine survey data and identify detailed action that needs to occur in order to improve employee engagement at the worksite. Administrators develop goals and identify the steps that will be taken to achieve those goals, and establish target completion dates. The first action plans for the 2019 calendar year are due March 15th.



The RGC/DWH Employee Survey Action Team wrapped up the 2017-2018 Survey Team and are preparing to move onto the 2018-2019 Survey Action Results.

Pictured (Left to Right):

GOA Eric Morgan, Dental Assistant Laura Morgan, GOA Keysha Adams, RCA Amy Cook, Regional H/C Kelly Short, Warden's A/Secretary Danielle Pietrangelo, P/C Christine Beecher, R/O Manager Rachel Johnson, X-Ray Tech. Jennifer Shaw, and Warden Jeremy Bush

Not Pictured:

PVU Dawhn Freshcorn, RN
Chrystina Zuzelski, C/O Adam Schell, and A/Librarian Kelechi Egbuchulam

New EPIC Teams

A new EPIC team launched on February 13th to examine the role of the RUM/ARUS/PC positions. This team has been tasked with the following objectives:

1. To look at the historical role of the RUM/ARUS and PC and compare that to today given:
 - a. The direction of the department has changed;
 - b. Society's view of incarceration has and is changing; and
 - c. What we expect the role of staff to be in prisons is changing.

2. To look at the critical roles of the RUM/ARUS/PCs and ensure they are structured to enhance Offender Success, and to ensure that staff in these positions are having meaningful interactions and impacts on prisoners housed in their units. Look at the tasks currently assigned to these positions and determine what duties should be assigned to each (look at position descriptions and update them as needed).
3. To create a composite that emphasizes case management, providing guidance.
4. Utilization of the TAP in Compas.
5. To establish statewide guidelines regarding the types of prisoners that can be housed together.

We look forward to sharing the team accomplishments.

Also, the 2019 Employee Engagement Team members have been selected and will hold their kick-off meeting with Director Washington on Tuesday, March 12th. This team will focus on the following objectives:

- Employee Recreation Day (scheduled for June 7, 2019 at the Royal Scot in Lansing)
- Employee Engagement activities throughout Michigan
- Dogs of the DOC Calendar for 2020

We are eager to see all of the great engagement ideas that will be generated by this team.

Buck Pole Winners Announced

The MDOC Employee Engagement EPIC Team hosted a buck photo contest from October 1st to December 1st. MDOC employees submitted photos of themselves with their buck from the 2018 season. All who submitted photos were entered into a drawing to win a \$25 Cabela's gift card and winners were randomly selected. Gift card winners were **Ryan Bowne** of the Michigan Reformatory and **Chad Martin** from the Cooper Street Correctional Facility. Congratulations to Ryan and Chad and thank you to all who participated.

MDOC Shooting Team News



Interested in purchasing an MDOC Shooting Team Challenge Coin? Email your request to the MDOC Shooting Team Organization mailbox. For \$12, a coin will be shipped to your home address. Looking to join a Shooting team Chapter? If you love competitive shooting, or just want to improve your shooting skills, join one of the chapters below or start a new chapter at your work location. For more information, email the MDOC Shooting Team Organization.

The following locations have approved worksite chapters in place (Chapter Presidents noted below):

Baraga Correctional Facility - Shawn Minerick
 Carson City Correctional – Jacob Erickson
 Central Michigan & St. Louis Correctional Facilities - Joseph Dubois
 Chippewa & Kinross Correctional Facilities - Mike Bauers

Ionia Complex (RMI/MTU/IBC/ICF) – Christopher Cook
Lakeland Correctional Facility - Lucas Losinski
Macomb Correctional Facility – Eric Herbert
Marquette Branch Prison - Matt Cody
Newberry Correctional Facility - Dustin Auge
Oaks Correctional Facility - Brian Majerczyk
Thumb Correctional Facility - Paul Dyep
Women's Huron Valley - Adam Zwolensky
Woodland Center Correctional Facility - Robert Thompson
Parnall Correctional Facility - Chris Wyse

Locations pending approval:

Brooks Correctional Facility

NOTE: The MDOC Shooting Team Organization is still accepting donations. Money collected will be used to hold fundraising events throughout the year, which will allow the Department to sponsor Shooting Teams for local, regional and national shooting competitions. If any worksite is interested in making a donation, please e-mail the MDOC Shooting Team Organization or mail donations to the MDOC Shooting Team Organization Board Treasurer Jo Meyers, 8525 E. Government Center Drive, Suttons Bay, MI 49682.

EPIC Happenings Around the MDOC



Central Office is hosting a weight loss challenge from January 7 – March 26. Participants paid \$30 per person to enter. All entry fees collected will be paid out to the top three females and males losing the biggest percentage of body weight. 1st place will win 50% of all entry fees collected, 2nd place will win 30% of all entry fees collected, and 3rd place will win 20% of all entry fees collected. Additionally, money collected from gains/absences and food logs will be paid to the person with the most inches lost. If other work locations are interested in doing something similar, please contact Kathy Keiffer at 517-335-2245 and she will provide you with the participant summary of rules, a weight loss challenge participant agreement and documentation to help track weight loss information.

Staff within **FOA Region 4b** have demonstrated a tremendous giving spirit for their co-workers who are battling personal or family medical issues. During the Christmas season, all offices within FOA Region 4b collected money to be distributed to other staff within the region. In lieu of traditional gift exchanges, offices collected money and it was put into one large collection for the region. Once totaled, the large sum of money was evenly split between the staff members facing medical challenges. This is an outstanding example of the compassion their staff have for each other. They intend to make this a new tradition within the region and encourage other areas of the Department to do the same.

At **SAI**, they promote employee interaction and engagement through the following:

- Weekly Casual Fridays
- Suggestion box, so staff input can be heard
- Store where all the money raised goes towards food and items for Employee Appreciation Week
- Vending Machines that we collect and raise money for Employee Appreciation
- Annual Christmas party where staff get together and spend time outside of work
- Money raised for various events: Special Olympics, Hero 24, Harvest Gathering

- Annual donations to Eve's house (End Violent Encounters)
- Annual potluck in appreciation of facility Veterans
- Assistance provided to various families (gifts, clothes and food)

Muskegon Correctional Facility is sponsoring a "2019 12 Weeks to Wellness Challenge". Twenty-six participants are involved in a wellness challenge in which they weigh in weekly. At the end of the 12 weeks, the participant that has lost the most percentage of weight will be awarded 50% of the collected participant fees; second place will receive 30% and third place will receive 20%. This is their third year running the program with great success.

At the **Lakeland Correctional Facility**, Classification Director Kirsten Losinski lead a month-long effort to increase donations for the State Employees Charitable Campaign (SECC), raising over \$7,000. She worked with numerous community and law enforcement agencies planning and organizing a fundraising golf outing for the Branch County Shop with a Cop program, which raised almost \$4,000. The Shop with A Cop program resulted in over 30 Branch County youth having an opportunity to have dinner and go shopping with local law enforcement officers, including Corrections Officers from the Lakeland Correctional Facility. Kirsten also organized Branch County Food Pantry donations from the facility gardens. This year Lakeland donated over 21,000 pounds of produce to the Branch County Community.

During the past year, LCF Administrative Assistant Russ Rurka took on leadership of the Communications Workgroup. This group spearheads the Employee of the Month recognition process, provides suggestions on information that would be beneficial for staff to receive, and identifies information to be included in the LCF weekly newsletter. Russ has encouraged the team to engage in conversations that will help the facility to continue to improve. This workgroup has accomplished many things:

- Initiated a monthly trivia question in the weekly newsletter to promote the review of the weekly newsletter.
- Addressed issues such as: maintenance requests, Head Count, weekly newsletter information, contraband and the location it was found.
- Encouraged staff to submit ideas to improve facility operations and establishing feedback to the staff who submit ideas.
- Enhanced communications facility wide.



LCF Communications Workgroup

Pictured: Back row - PC Patrick Daniels, Inspector Troy Chrisman, AA Russ Rurka, RUM Scott Cline, Food Service Director Greg Torrey; Front row – C/O Kenyan Jones, C/O Michell Pifer, CPC Kirsten Losinski, and Psychologist Sandi Powell



Employee Recognition Coins: The Department honors staff for their outstanding service to the Department.

The symbols of **Excellence**, **Leadership**, **Teamwork** and **Customer Service** are designed to recognize state employees who go above and beyond normal expectations. Congratulations to all who have been recognized!

December 2018 Coin Distribution:

- Acord, Chris, CFA Training, Warden's Coin
- Alexander, Scott, FOA Outstate-Manistee Parole/Probation, Teamwork
- Barrett, Michael, IBC, Warden's Coin
- Block, Tim, STF, Excellence
- Bradford, Sarah, FOA Metro Parole, Customer Service
- Bridgford, Joanne, GVP EEO, Warden's Coin
- Charlevoix, Maureen, FOA Outstate-Dickinson Co Parole/Probation, Teamwork
- Close, Vicki, SRF, Leadership
- Darnell, Marie, GVP, Customer Service
- Dinehart, Robin, DRF, Teamwork
- Evers, Joel, MCSC, Warden's Coin
- Farmer, Mike, GVP Training, Warden's Coin
- Foulds, Jeril, FOA Metro-Pontiac Probation, Excellence

- Glass, Nikki, FOA Outstate-Manistee Parole/Probation, Teamwork
- Grembowksi, Jeff, ARU, Warden's Coin
- Groves, Cheryl, GVP EPIC, Warden's Coin
- Hansinger, Ashlee, SRF, Warden's Coin
- Hedglin, Doug, FOA Outstate-Iosco, Teamwork
- Henderson, Bill, SRF, Warden's Coin
- Ide, Rob, FOA Outstate-Manistee Parole/Probation, Teamwork
- Inman, Megan, STF, Excellence & Warden's Coin
- Jegla, John, JCS, Excellence
- Johnson, Debra, FOA Metro-Eastern Probation, Teamwork
- Jones, Eric, MTU, Warden's Coin
- Jordan, Katie, FOA Outstate Iosco, Teamwork
- Korycinski, Christopher, FOA Metro Parole, Teamwork
- Lafoille, Tracey FOA Metro -Schoolcraft, Teamwork
- Leski, Jessica, FOA Outstate-Oscoda Parole/Probation, Teamwork
- McBride, Rebecca, STF, Excellence
- Myre, Jayme, SLF, Warden's Coin
- Pappas, Ed, STF, Excellence
- Rankin, James, MBP, Customer Service
- Reddin, Ryan, DRF, Teamwork
- Richards, Tiffany, FOA Outstate-Isoco, Teamwork
- Robertson, James, FOA Pontiac Parole, Teamwork
- Stevenson, Chad, STF, Excellence
- Stokes, Sherry, FOA Metro-Eastern Probation, Teamwork
- Styes, John, NCF, Leadership
- Thelen, Tina, STF, Excellence
- Tilley, Michael, FOA Metro-Pontiac Probation, Excellence
- Wagner, Amber, FOA Outstate-Roscommon, Teamwork
- Warner, Robert D., STF, Excellence
- Wendt, Todd, SRF, Warden's Coin
- Whitford, Marissa, FOA Outstate-Iosco, Teamwork
- Wiles, Jeff, DRF, Teamwork
- Wolf, Jennifer, FOA Metro, Teamwork
- Yerke, Pattie, MCSC, Warden's Coin

January 2019 Coin Distribution:

- Adado, Joseph, Jackson Business Office, Teamwork Award
- Bearup, Christopher, FOA Outstate-Antrim Parole/Probation, Teamwork Award
- Brown, Matthew, Jackson Business Office, Teamwork Award
- Chapman, Thomas, FOA Outstate - Grand Traverse Probation, Teamwork Award
- Flynn, Amanda, FOA Outstate-Grand Traverse Probation, Teamwork Award
- Gwaltney, Anthony, Jackson Business Office, Teamwork Award
- Hartwig, Tanna, FOA Outstate – Menominee Parole/Probation, Teamwork Award
- Jagoda, Gretchen, FOA Metro-Macomb Probation, Customer Service
- Kalisek, John, Thumb Corr. Facility, Excellence Award
- Koenig, Matt, FOA Outstate-Grand Traverse Probation, Teamwork Award
- Krummel, Jeffrey, Thumb Corr. Facility, Leadership/Teamwork Award

- Melius, Dan, Carson City Corr. Facility, Excellence Award
- Meyers, Jo, FOA Outstate – Leelanau Parole/Probation, Teamwork Award
- Moeggenborg, Andrew, FOA Outstate-Grand Traverse Probation, Teamwork Award
- Patrick, Cynthia, FOA Outstate-Grand Traverse Probation, Teamwork Award
- Poli, Robert, Thumb Corr. Facility, Excellence Award
- Rurka, Russ, Lakeland Corr. Facility, Leadership Award
- Schanick, Michael, Thumb Corr. Facility, Excellence Award
- Smith, Kelly, Jackson Business Office, Teamwork Award
- Taylor, Perry, Jackson Business Office, Teamwork Award
- Wilson, Deanna, FOA Outstate-Grand Traverse Probation, Teamwork Award

MDOC Login



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Just a reminder that the MDOC on-line store has great merchandise available for purchase. They have added many new and exciting items to the store. They have recently updated the website to make it easier to navigate, place orders and pay upon checkout.

If you have visited the store and placed an order, THANK YOU! If you haven't yet had an opportunity to shop on-line, please feel free to access the store via the following link: <http://cvsdbusybees.com>

If you have any questions or need assistance, please contact the EPIC Section by telephone, email, or through the mailbox.

You can also follow the store Facebook page at facebook.com/cvsdbusybee

FRIENDLY REMINDER ... MDOC COOKBOOKS – Sale

If you would like to purchase a cookbook, you can contact the EPIC Section. A portion of the proceeds will help support the EPIC Employee Engagement Team, State Employees Charitable Campaign and Harvest Gathering. **Each cookbook is now \$5.00.**

We want to hear from you!

What would you like to see featured in future editions of the EPIC News? Do you have any suggestions for improving processes at your worksite or Department-wide? Send us your ideas via the EPIC mailbox at MDOC-EPIC@michigan.gov

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