



## *EPIC News – January 2020 Edition*

### *The EPIC Section Says Goodbye to Kathy Keiffer*



After a long and successful career in the MDOC, Kathy Keiffer has embarked on the retirement journey. Over the last few years, Kathy was the lead on all things related to employee engagement and worked tirelessly to resurrect Employee Recreation Day events in both the lower and upper peninsula and organized the many activities. She spearheaded the Employee Survey each year since 2015 and worked many hours to ensure the department achieved the highest possible participation rates. She also facilitated the establishment of the department's on-line store (Busy Bees) which offers employees, retirees and their families the ability to purchase items with the department seal. She did a tremendous job with every project and team she was involved with. Her passion for her work was evident by all who worked with her, and she will be greatly missed. The EPIC Section wishes her a long, healthy and happy retirement.

## Employee Survey 2020

My Voice, MI Future



*Let your voice be heard!*

*Take the employee survey between March 2<sup>nd</sup> and March 23<sup>rd</sup>*

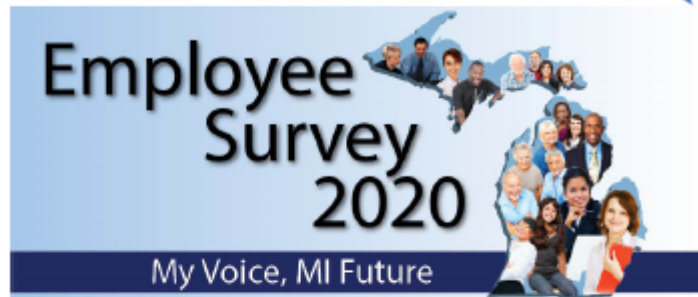
We will soon be launching another State of Michigan Employee Survey. This will be the state's sixth survey, but the first survey under Gov. Gretchen Whitmer's administration. The survey will run from March 2<sup>nd</sup> -23<sup>rd</sup>. We look forward to providing you with another opportunity to share your feedback in a completely anonymous way that will help identify department strengths and areas that need improvement to help guide us forward into this new decade.

Additional information will be shared in the near future. In the meantime, feel free to review some frequently asked questions via the following link:

<https://stateofmichigan.sharepoint.com/teams/insidemichigan/opt/ogg/Pages/Resources-and-Tools.aspx>

We hope you will set aside a few minutes to take the survey and let your voice be heard!

Why should I take the Employee Survey?



Glad you asked! There are several good reasons why everyone should participate in the Employee Survey.

Tell me more!

Ok, here they are:

- 1) **Commitment** – The State has invested time and effort into the survey and is committed to hearing from all of us in an open and inclusive manner. Did you know that only half of the organizations in the US survey their employees? I am glad the State is interested in investing in our opinions—that all opinions do matter here.
- 2) **Change** – The survey captures and reports on all our responses. These responses tell our leadership what to focus on to change our culture—if we don't share our views, then nothing will ever change. Aren't there areas where you really want to see some changes?
- 3) **Ideas** – The survey allows us to share our voice, give ideas, and provide solutions in an anonymous way. Once the survey reports are made available to all of us, we can provide even more information through focus group sessions and the follow-up activities.
- 4) **Recognition** – Remember that this survey is not only looking for opportunities for improvement, but will recognize what we are doing well. By participating in the survey, you can share how and where we have improved since the last survey. That's a good thing!
- 5) **Pride** – It simply feels good to participate, to share your voice, anonymously, and to play a role in re-shaping our work environment. Knowing that your opinions can collectively change the State's culture and make this a great place to do great work is very powerful!

Thank you for that information!  
I will participate in the survey right away!

## *Detroit Pistons Basketball – MDOC Outing at Little Caesars Arena*



On Sunday, December 1<sup>st</sup>, the Detroit Pistons partnered with the MDOC to offer a special game night of discounted tickets for staff, family and friends to attend a Detroit Pistons vs San Antonio Spurs game. Each ticket included a post-game free throw shot on the court and a Pistons gift item. The first 20 to purchase tickets were invited on the court pre-game to make a High 5 tunnel for players. Thank you to Tiara Warren from the Ingham County Parole Office for coordinating this event for our staff!



## *50/50 Raffle Held in Central Office to Benefit the Homeless Angels*



Homeless Angels is a street-based outreach program in Lansing with a mission to find, befriend and build up those that are less fortunate. They provide immediate relief by way of food, blankets, personal care items, etc., with a mission to help get people in need off the street. This year, remaining food from the GVP Holiday Potluck was donated to the Homeless Angels, along with the proceeds from an Employee Engagement sponsored 50/50 raffle held on December 12<sup>th</sup>. Congratulations to Andy Phelps in the Office of Legal Affairs for purchasing the winning ticket and for all who participated to make the holidays a little extra special for this organization.



## *Employee Engagement 501(c)(7) Donates to Staff in Need*

Employees are the department's most valuable resource. We celebrate their successes and feel their pain when they experience tragedy. While there is nothing that can be done to erase that pain during difficult times, the Employee Engagement Organization is committed to letting employees and their families know that Departmental staff are thinking of them and offering support. It is for this reason that the Organization has now allocated a portion of its proceeds to make a financial contribution to families. Below are some responses received from families and their loved ones:

*"Dear Friends at MDOC – Thank you so much for your support and generosity during this difficult time. RJ loved being a CO and enjoyed everyone he encountered. Your thoughtfulness is appreciated by the entire family."*

*"Thank you for the kind words and your donation to the Cascade Humane Society."*

*"On behalf of Kevin's Song's Board of Directors, we thank the MDOC Employee Engagement Committee for its donation in memory of Michael. We hope that Michael's parents, family and friends are finding some peace after their tragic loss. Having a support system such as your committee we are sure means a lot to them. Your donation will help Kevin's Song to carry on its mission of Empowering communities to prevent suicide and to offer hope and healing to survivors."*

*"Thank you for the card. The money was put into a scholarship in my son's name. On behalf of me and my family, thank you. It's nice to know my MDOC family is so supportive in this difficult time."*

## *Thank you to the 2019 Employee Engagement Team*

Special thanks to all the staff pictured below who worked so diligently throughout the year to bring the two Employee Recreation Days to you, along with raffles, the dog calendar, and other special events developed for employees throughout the state. Thank you also to the U.P. Sub Team that made the first ever UP Employee Recreation Day a huge success. The 2020 Employee Engagement Team will be announced soon and will begin working on more exciting events to bring to you in the new year!



## *Upcoming Employee Engagement Events*

Mark your calendars for the following upcoming events. If you have any questions with regard to any of these, please feel free to reach out to EPIC staff Cheryl Groves or Yolanda Perez, or send your inquiry via email to the EPIC Mailbox at [MDOC-EPIC@michigan.gov](mailto:MDOC-EPIC@michigan.gov)

### MARCH 2020:

- March 2-March 23, 2020 – State of Michigan Employee Engagement Survey

### APRIL/MAY 2020

- Busy Bees Spring Sale (Date TBD)

### JUNE 2020:

- June 26, 2020 – Employee Recreation Day at the Royal Scot, Lansing, MI

### SEPTEMBER 2020:

- September 10, 2020 – Michigan State Police Pistol Shoot
- September 18, 2020 – UP Employee Recreation Day in Brimley, MI
- September 20-23 – National Police Shooting Championship (Pearl, MS)

### OCTOBER 2020:

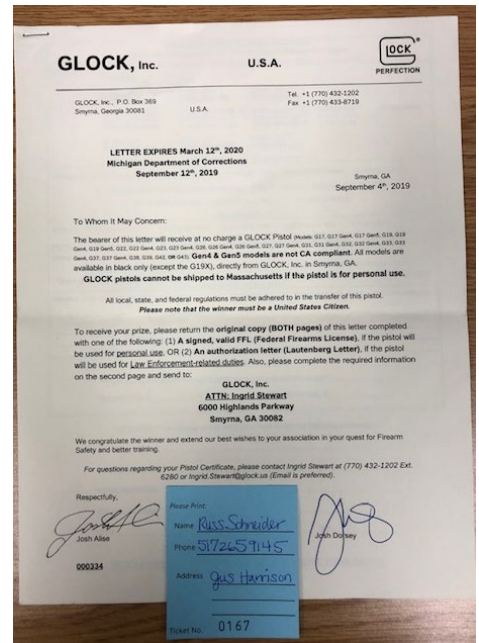
- October 4, 2020 - Great Wolfe Lodge Discount

### NOVEMBER 2020:

- November 9-13 – Veteran's Week
- Busy Bees Holiday Sales (Date TBD)

## *MDOC Shooting Team News*

The Shooting Team Organization recently held a 50/50 raffle with the winner taking home a certificate for a Glock pistol and the proceeds to benefit the Organization. Board Treasurer Jo Meyers, President Mike Brown and Vice President Bob Napel (pictured below) were on hand for the drawing and on behalf of the Board, would like to congratulate this year's winner **Russ Schneider** from Gus Harrison Correctional Facility! Russ will receive a certificate that entitles him to receive a handgun direct from Glock. Thank you to everyone who purchased a ticket, as the response was overwhelming. Stay tuned for information regarding additional raffles in the coming year.



Looking to join a shooting team chapter, or to start a new chapter at your work location? Please email the MDOC Shooting Team Organization for more information at [Team@michigan.gov](mailto:Team@michigan.gov)



Interested in purchasing an MDOC Shooting Team Challenge Coin? Email your request to Jo Meyers @ [meyersJ4@michigan.gov](mailto:meyersJ4@michigan.gov). For \$15, a coin will be shipped to your home address. Profits will be used to sponsor and to support membership participation in approved shooting team events.

*Clearance Sale - 2020 Dogs of the MDOC Calendar*



There's still time to get a copy of the 2020 Dogs of the MDOC Calendar, featuring numerous dogs from many of the Department's dog programs. Limited quantities are available and are now on clearance for the low price of \$5 each! Please contact your EPIC Section staff to purchase.



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

The Office of Good Government 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!

### **Office of Good Government Coin Recipients – October 2019**

- Blau, Kurt- Baraga, Teamwork
- Dunham, Bill- OPPS, Teamwork
- Koskinen, Dianne- Baraga, Teamwork
- Leffler, Angela- Cooper Street, Teamwork
- Plukas, James- PKL/QKL, Teamwork
- Torrey, Greg- Lakeland, Teamwork
- Warner, Robert- PHO, Excellence
- White, David- Baraga, Teamwork

### **Office of Good Government Coin Recipients – November 2019**

- Auge, Dustin- Newberry, Leadership
- Barber, Charlie- PMC, Customer Service
- Burke, John- Chippewa, Leadership
- Barry, Herb- CFA Northern, Teamwork
- Bloom, Gordon- Cotton, Teamwork
- Contera, Juan- Cotton, Teamwork
- Contreras, Jeffery- Alger, Excellence
- Coyne, Melissa- Alger, Excellence
- Franklin, Geri- Baraga, Teamwork
- Fridd, Timothy- Cotton, Teamwork
- Klenitz, Terry- Alger, Excellence
- Howard, Rhonda- Cooper Street, Teamwork
- Irwin, Derek- Education, Teamwork
- Jones, Sara- CFA Bus. Ofc-Jackson, Leadership and Teamwork
- Kuhn, Mary- QRP, Excellence



- Lacey-Malone, Isabel- PDM, Teamwork
- Laraway, Deb- Carson City, Teamwork
- Laux, Brenda- Baraga, Teamwork
- Lipka, Mike- SAI, Leadership
- Martin, Michael- Alger, Leadership
- McMullen, Shawn- CFA Northern, Teamwork
- Melvin, Antonio- Cotton, Teamwork
- Niemi, Steven- Baraga, Leadership
- Nugent, Jerry- Cotton, Teamwork
- Powell, Tawana- QMC, Teamwork
- Righter, John- St. Louis, Teamwork
- Westcomb, Amy- Alger, Excellence
- Willard, Pat- CFA Bus. Ofc. - Jackson, Teamwork
- Williams, Kent- PKL/QKL, Excellence
- Wilson-Mask, Leta- Cotton, Excellence

Warden's Coins:

- Mattson, Lisa, Alger

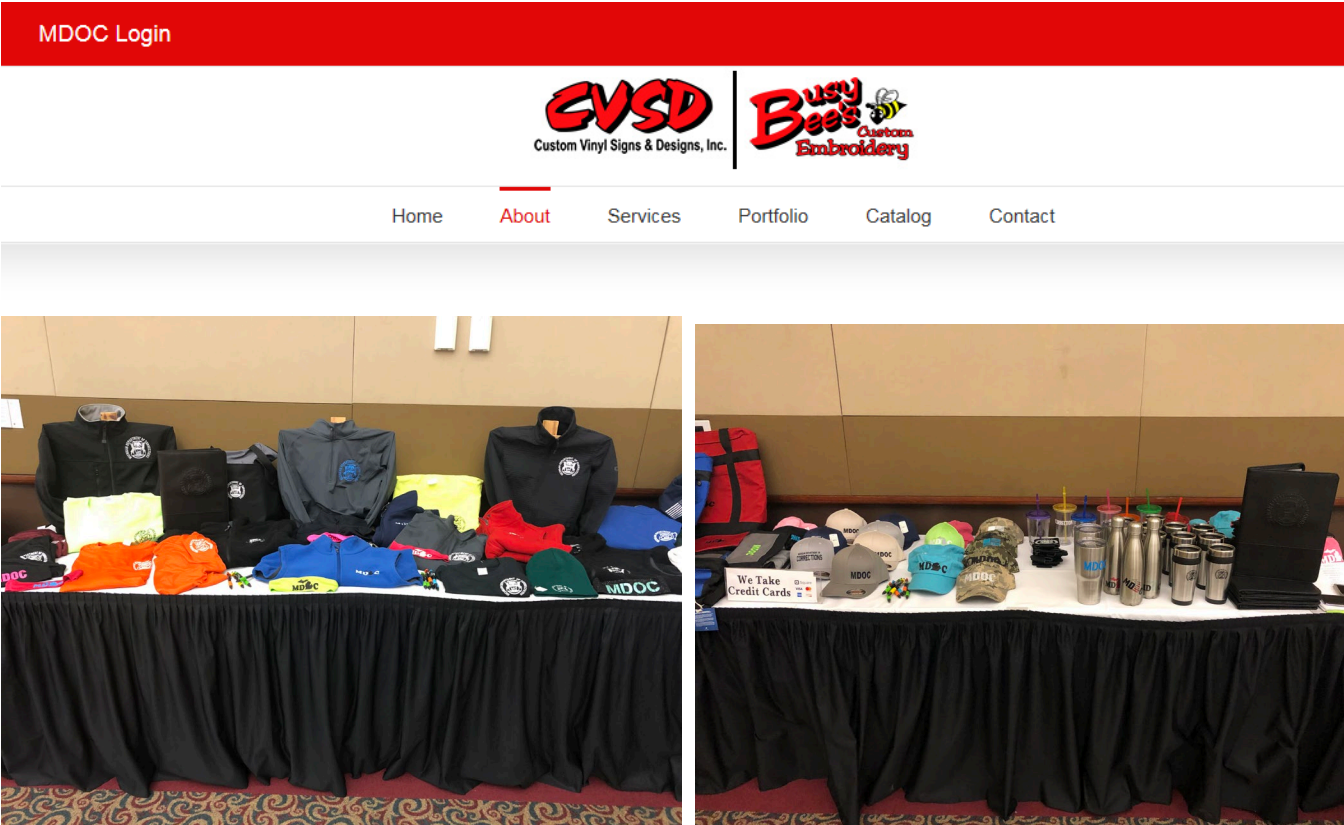
**Office of Good Government Coin Recipients – December 2019**

- Allen, Bill- Ingham Co. Probation, Teamwork
- Bannatyne, Jeremy- Pontiac Probation, Excellence
- Bazzi, Ahmed- Pontiac Probation, Excellence & Customer Service
- Bishop, Diane- CFA Kinross Office, Teamwork
- Calhoun, Adura- Greenfield Probation, Excellence
- Coronado, Joe- Baraga, Teamwork
- D'Amore, Andrea- Troy Probation, Excellence
- DeRose, Melissa- Ingham Co. Probation, Teamwork
- Dugan, Shane- Baraga, Teamwork
- Dusci, Eric- Pontiac Probation, Excellence
- Eagle, Sandra- Midland Co. P&P, Excellence
- Estapa, Holly- Troy Probation, Leadership
- Farr, Jessica- Ingham Co. Probation, Teamwork
- Flesher, Broderick- Pontiac Parole, Excellence
- Flynn, Amanda- Grand Traverse Co. P&P, Teamwork
- Glazewski, Michelle- Pontiac Probation, Teamwork
- Gleason, Mike- Ingham Co. Probation, Teamwork
- Harrison, Debbie- CFA Kinross Office, Customer Service
- Healey, Gina- Baraga, Teamwork
- Kaines, Justin- Pontiac Probation, Customer Service
- Lanctot, Nick- Baraga, Teamwork



- Lashley, Valerie- Cotton, Teamwork
- Meyers, Boyd- Ingham Co. Probation, Teamwork
- Milstone, Rebecca- Pontiac Parole, Excellence
- Niemi, Jeff- CFA Kinross Office, Teamwork
- Reichhardt, John- CFA Kinross Office, Teamwork
- Russell, Sharon- Greenfield Probation, Excellence
- Saari, Michael- Baraga, Teamwork
- Salli, Matt- Baraga, Teamwork
- Sanchez, Michael- Baraga, Teamwork
- Sawyer, Steve- CFA Kinross Office, Teamwork
- Schisler, Stuart- Genesee Co. Parole, Leadership
- Selby, Steve- CFA Kinross Office, Teamwork
- Stephenson, Brian- CFA Kinross Office, Teamwork
- Taraskavage, Kelsey- Pontiac Probation, Customer Service
- Tierney, Erica- Troy Probation, Excellence
- Verhey, Brian- Troy Probation, Excellence
- West, Tasha- Genesee Co. Parole, Leadership
- Wilson, Tim- Baraga, Teamwork
- Zimmerman, Heather- Pontiac Parole, Customer Service

## *Busy Bees – The Department’s On-Line Store:*



Remember to check out the MDOC on-line store! You'll find great merchandise available for purchase with an easy to navigate website.

- Access the store via the following link: <http://cvfdbusybees.com>
- You can also follow the store's Facebook page at [facebook.com/cvsdbusybee](https://www.facebook.com/cvsdbusybee)

See what employee Lisa Graham from JCF had to say about her recent purchase:

## THANK YOU

Hello. I must tell you, the custom sweatshirt your company made at my request is absolutely beautiful & exactly how I had envisioned it..... oh my gosh it's even better then what I had envisioned.

The stitching is done very well. The colors are just perfect. I'm thrilled with the product & thrilled to support a small USA made company.

I've been a Correctional Officer with the MDOC for 25 years. I'm proud of my fellow co-workers & proud of the job I've done over the years & at the facilities I've worked.

Thank you cvsdbusybees for your support!

Here's to a Job Well Done!



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

## ***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](mailto:MDOC-EPIC@michigan.gov)***

Contact Information for EPIC Staff:

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Kathy Warner, Administrator

[warnerK7@michigan.gov](mailto:warnerK7@michigan.gov)

TX: 517-335-2319

Cheryl Groves, Manager

[grovesc@michigan.gov](mailto:grovesc@michigan.gov)

TX: 517-335-5053

Yolanda Perez, EPIC Specialist

[perezy@michigan.gov](mailto:perezy@michigan.gov)

TX: 517-241-4279