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# STATE BUDGET FINALIZED, RETIREMENT BILL INCLUDED

The State of Michigan has avoided a government shutdown as all of the budgets have passed and the fiscal year (FY) 2010-11 budget is in place. The budget includes a retirement incentive for state employees that could see between 3,500-6,000 people leaving state service, including hundreds of Corrections employees.

The law provides a 1.6% multiplier for employees currently eligible to retire; a 1.55% multiplier for employees who have a combined age and years of service totaling 80; or a 1.55% multiplier for employees who have 30 years of service (regardless of age), if they were to retire between November 1, 2010, and January 1, 2011.

The final average compensation (FAC) is capped at \$90,000 under the legislation; any higher FAC is part of the pension calculation, but calculated at the 1.5% multiplier. Employees intending to retire effective November 1, 2010 must apply for retirement by October 22, 2010. However, employees may withdraw their applications by October 22, 2010. Employees intending to retire after November 1 through January 1, 2011 must apply by November 5, 2010 and would have until November 5, 2010 to withdraw their application. Applications are irrevocable after the respective withdrawal dates. Retirement effective dates must be between November 1, 2010 and January 1, 2011.

This incentive applies to classified civil service employees, unclassified State employees, legislative branch employees, and judicial branch employees. The bill allows members who are conservation officers or who are eligible for supplemental early retirement as a covered employee (positions in a State correctional facility or center for forensic psychiatry) to retire under the increased multiplier as described above or under the current provisions but not both.

The FY 2010-11 Corrections budget is \$1.92 billion in GF/GP funds, which is about \$14.8 million higher in GF/GP funding than the FY 2009-10 budget. However, the MDOC must find \$42.1 million savings in prison operations, a task that will be difficult given several previous years of cuts already absorbed by the Department. Continuing declines in Michigan's prisoner population and the success of the Michigan Prisoner ReEntry Initiative will help the department meet the target.



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## NEW MISCONDUCT PROCESS PROVIDES MDOC STAFF MORE CONTROL

A draft of the Michigan Department of Corrections Policy Directive *PD 03.03.105 - Prisoner Discipline* has gone out for review and comment. The proposed changes will allow for most bondable major misconduct reports to be reviewed within the current minor misconduct process, placing them under the control of MDOC employees rather than State Office of Administrative Hearings and Rules (SOAHR) employees in the Department of Energy, Labor, and Economic Growth. These proposed changes were adopted as a result of the diligent and meaningful efforts of a diverse workgroup whose duties were fully supported by both the Michigan Department of Corrections and the Michigan Corrections Organization.

Significant changes to the *Prisoner Discipline* policy include division of current prisoner misconduct violations into three distinct classes:

- Class I misconducts will be heard by SOAHR attorney hearing officers and are composed of the serious non-bondable charges where a prisoner's sentence may be impacted.
- Class II misconducts will be those violations that were formerly bondable majors. These will be heard by lieutenants, captains, and

resident unit managers within the facility.

- Class III misconducts will be comprised of the minor misconducts. The reviewing process will stay the same.

The impetus behind this revision is to return the disciplinary process for daily prisoner management and behavior control to custody staff. Loss of Privilege sanctions will remain the same for these charges (30 days).



The new process is likely to reduce the need for attorney hearing officers. SOAHR supports the change in policy and expects to absorb any remaining hearing officers into vacancies that fill SOAHR's current needs.

The current target date for implementation is November 1, 2010. Because of the change, the Office of Legal Affairs and the Office of New Employee Training and Professional Development are working together to create a computer-based training program. Other entities including the Automated Data Systems Section, the Department, of Technology, Management and Budget, and Records Administration are providing support to ensure a smooth transition.

## HONOR GUARD SEEKING SEVEN NEW MEMBERS

The Michigan Department of Corrections Honor Guard is looking for positive, motivated, and intensely professional employees who are interested in serving the Department of Corrections and the citizens of Michigan as members of the Honor Guard. Members serve at funeral details, at special events, and in public settings, representing the Department with integrity and excellence. If you want a challenge unlike any other in Corrections, please send your résumé along with a support letter from your administrator to Commander John Cordell at [cordelj@chicago.gov](mailto:cordelj@chicago.gov) or to Honor Guard, 4th Floor Grandview Plaza, P.O. Box 30003, Lansing, MI 48909.





**RE-ENTRY ROUNDTABLE:  
SAFER NEIGHBORHOODS &  
BETTER CITIZENS**

*Re-Entry Roundtable* is a continuing column that provides news, facts, and program successes within the Michigan Prisoner ReEntry Initiative.

***The Michigan Prisoner ReEntry Initiative: A Success Story***

From the inception of the Michigan Prisoner Reentry Initiative (MPRI) pilot in 2005 through mid-May of 2010, the MPRI engaged nearly 25,000 prisoners in intensive reentry units or standard MPRI prison in-reach facilities.<sup>1</sup>

Over 22,500 (92%) of the intensive reentry unit and standard MPRI in-reach cases had been paroled by the end of calendar year 2009.

Preliminary outcome tracking for these MPRI cases through mid-May of 2010 has shown a relative rate reduction of 33% fewer returns to prison for parole violations or new crime compared to baseline expectations, controlling for time at risk and a history of prior parole failure.

The 33% improvement in outcomes under the MPRI translates into an absolute reduction of 2,793 fewer returns to prison through mid-May 2010 than would otherwise have been anticipated under the baseline rates.

As implementation of the full MPRI Model has progressed over time and gone statewide and up-to-scale, the successive MPRI release cohorts have yielded better and better outcomes.

The MPRI has been a major contributor to lower recidivism rates overall for the state.

- Recidivism rates for Michigan’s annual parole releases have gradually improved over the past nine years, from a contemporary high of 45.7% of 1998 paroles being re-

turned to prison within 3 years following release, to a low of 36.4% of 2006 paroles being returned to prison within 3 years following release. (2007 releases are on track to show further recidivism reductions once the full 3-year follow-up period has been completed at the end of 2010.)

- Michigan’s overall parole revocation rate for 2009 – at 195 per 1,000 parolees – is the lowest rate since before record keeping began in 1987. The 2010 parole revocation rate is on track to be even lower. (The historical high was 347 parole revocations per 1,000 parolees.)



The MPRI is smart on crime. It enables higher parole approval rates via releasing authority confidence in improved risk assessment, offender accountability, and better parole outcomes. It lowers the parole revocation rate while maintaining

public safety via successful offender transition back home. It thereby also reduces the size of the prison system as a side benefit, allowing reinvestment of taxpayer dollars for other purposes. Consequently, the MPRI has widespread support among our community partners, the general public. It also has the continuing bicameral and bi-partisan support in Michigan’s Legislature.

<sup>1</sup> Specialized subpopulations of additional inmates have also been engaged in the MPRI Mentally Ill Project and the Special Alternative Incarceration (SAI) Intensive Reentry Program, both of which are being tracked separately and also show improved outcomes against baseline comparisons.

## FIELD REPORT: WHAT'S GOING ON IN FOA

### ***RING 'EM OUT***

The Outer District Parole Office welcomed Director Patricia L. Caruso as she presented Shana Howze with the Professional Excellence Award for her creation of "Ring 'Em Out."

Ms. Howze has been an employee of the Michigan Department of Corrections (MDOC) since November, 1995. Her first year was spent at the North East Parole Office, but the past 14 years she has been the receptionist with the Outer District Parole Office (PDO).



*From Left: Dinah Moore, Shana Howze, Director Patricia L. Caruso, and John Rubitschun.*

In January, 2009, feeling the need to more positively acknowledge parolees who discharge from parole, Ms. Howze purchased a cow bell. She convinced her PDO coworkers to advise her of parolees discharge dates. When an offender reports to retrieve his/her discharge certificate, the entire PDO staff is brought into the celebration of success! All staff are notified of the event, the parolee is brought to the front of the office by the supervising agent, and Ms. Howze loudly rings the bell and shouts "PDO, one to go" to acknowledge the accomplishment! PDO staff stands and applauds loudly as the parolee is presented with the certificate. She has coined this the "Ring 'Em Out" process, and it has been a huge success. Many discharging parolees, both male and female, are tearful and greatly appreciate the celebration.

Director Caruso was accompanied by Deputy Director John Rubitschun, Regional Administrator Dinah Moore, Deputy Regional Administrator Michael Alexander and Administrator Darlene Schimmel when Ms. Howze demonstrated "Ring 'Em Out" for two discharging parolees.

Ms. Howze appreciated Director Caruso and Dep. Director Rubitschun visiting PDO to personally present the Professional Excellence Award to her.

### ***HELPING HAITI***

Court Appointed Probation Officer Marseille Allen of the Court Services Unit announced that she would be working closely with the Salvation Army and traveling to Port-au-Prince, Haiti, on July 23, 2010 to join recovery/rebuilding efforts to assist earthquake victims.

For the entire month of June and July, 2010, Metropolitan Region staff participated in weekly casual days. Monetary donations were collected and boxes placed in each office to collect toiletries and school supplies to assist more than 20,000 Haitians living in tents surrounding the Salvation Army compound.

With donations totaling \$4071.15 and three suitcases stuffed with school supplies and books collected from Metro Region staff, Agent Allen left for Haiti.



*From Left: Salvation Army Administrator Captain Maegli and Marseille Allen*

***HELPING HAITI*** (Continued on page 5)



**HELPING HAITI** (Continued from pg. 4)

Marseille indicated that the entire trip was an enlightening and rewarding experience, and wanted to share her most memorable moment in Haiti:

*“Jerome, a former law school student in Haiti who went into the ministry with the Salvation Army, was sent to Balan as a Salvation Army Officer candidate. Balan is the poorest area in Haiti, and Haiti is the poorest country in the Western Hemisphere. It’s a place where villagers have to walk three miles for drinkable water, there is no electricity and homes are made of clay, stone and straw.*

*In order to enter officer training school, Jerome needs to be able to read, speak and write English. Jerome is enrolled in an English class which requires a laptop. While in Dallas on a layover, Agent Allen decided to purchase a laptop for Jerome and educational DVDs for children. Before Departing Haiti, I was able to give the laptop to Jerome, who refused let it go, even for our picture together!”*



**From Left:** Marseille Allen and Jerome.

Agent Allen described the devastation as “unbelievable,” but indicated that the Haitians are a resilient people. Often feeling exhausted, Marseille gathered strength from the Haitian people, her co-workers and the Metro Region administration, all of whom showed her tremendous support.

Marseille said her experience was very humbling. To date, Metropolitan Region staff have raised nearly \$9500 for Haiti relief and made significant contributions to other local charitable causes.

## CORRECTIONS LACKS FUNDING FOR COLLEGE TUITION REIMBURSEMENT, OTHER OPTIONS AVAILABLE

The Michigan Department of Corrections will not have funds available during the 2010-2011 fiscal year for tuition reimbursement.

Qualified managerial, supervisory, confidential and non-exclusively represented employees who seek partial tuition reimbursement should do so through the Office of State Employer (OSE)/Department of Civil Service Professional Development Fund. **Information about the Professional Development Fund as well as the application can be found on the OSE website for those individuals who have access to a computer:**

<http://www.michigan.gov/ose/0,1607,7-143--12426--,00.html>

Michigan Corrections Organization (MCO) employees should refer to Article 36 of the MCO Contract for information regarding tuition reimbursement for security unit staff.

**Questions regarding this program should be directed to your local Personnel Office.**





## **PLAN FIRST! HELPS REDUCE UNINTENDED PREGNANCIES**



*Plan First!* is a program that enables the Michigan Department of Community Health to provide family planning services to women who do not have access to these services. *Plan First!* is one of four initiatives from the Governor's Blueprint for Preventing Unintended Pregnancies in Michigan.

### **Covered Services**

Family planning services are a means for voluntarily preventing or delaying pregnancy, which includes medical evaluations, pharmaceuticals, and supplies.

Services covered under Plan First! include:

- Health history, initial and annual physical examination, and brief and intermediate follow-up office visits for reproductive health and family planning purposes;
- Patient education and counseling relating to reproductive health and family planning options;
- Laboratory procedures and diagnostic tests necessary for family planning and reproductive health;
- Contraceptive management including prescriptions and supplies; insertion, implant or injection of contraceptive items or devices, and removal of contraceptive items or devices; and
- Sterilization services and related laboratory services for women over 21 years of age who have completed a sterilization consent form.

*Abortions and treatment of infertility are NOT covered.*

### **Eligibility**

*Plan First!* will provide services to women who:

- Are 19 through 44 years of age;
- Are not currently Medicaid eligible;
- Are not currently pregnant;
- Are Michigan residents;
- Meet citizenship requirements; and
- Have a family income at or below 185% of the federal poverty level. DHS determines eligibility for this program.



### **To Apply**

Online: [www.healthcare4mi.com](http://www.healthcare4mi.com)



In person: go to local community agencies such as the local health departments, federally qualified health centers, or Department of Human Services offices.

### **For additional information or to obtain a paper application:**

Go to [www.michigan.gov/planfirst](http://www.michigan.gov/planfirst)

or

Call 1-800-642-3195 (toll free)



**AUGUST 2010 RETIREMENTS**



We wish our most recent retirees all the best as they transition into retirement. Their service kept Michigan's citizens safe while helping Michigan maintain its reputation throughout the United States as a leader in progressive and effective correctional policy.

- Ames, David A. .... CFA Southern Region
- Armstrong, James G. .... Central Office
- Arthur, Barbara J. .... Bellamy Creek Correctional Facility
- Austin, Teri. .... Bellamy Creek Correctional Facility
- Beemer, Robert R. .... Florence Crane Correctional Facility
- Bier, Glenn. .... Pugsley Correctional Facility
- Blissick, Lou A. .... Charles Egeler Correctional Facility
- Caskey, Bob J. .... Cooper Street Correctional Facility
- Clark, Debbie L. .... Alger Correctional Facility
- Clark, Steven S. .... Cooper Street Correctional Facility
- Cline, Kip A. .... Kinross Correctional Facility
- Collins, Roni .... Thumb Correctional Facility
- Conrad, Rodger .... Gus Harrison Correctional Facility
- Couling, James L. .... Kinross Correctional Facility
- Deal, Sharon M. .... CFA Southern Region
- Devoogd, Crystal J. .... CFA Southern Region
- Drake, Phillip .... Michigan Reformatory
- Dutcher, Deborah J. .... Carson City Correctional Facility
- Elliott, Michael D. .... CFA Southern Region
- Gardner, Nancy M. .... Michigan Reformatory
- Garza, Anita. .... Gus Harrison Correctional Facility
- Halfman, Richard L. .... Carson City Correctional Facility
- Ham, Donald G. .... Michigan Reformatory
- Harris, Gregory E. .... Field Operations Metro Region
- Hengesbaugh, Thomas D. .... Charles Egeler Correctional Facility
- Hodgkins, Steven M. .... Michigan Reformatory
- Hubbard, Bonnie J. .... Pugsley Correctional Facility
- Hunt, Thomas P. .... Bellamy Creek Correctional Facility
- Jahn, Theodore P. .... Thumb Correctional Facility
- Jordan, Kenneth .... Muskegon Correctional Facility
- Jorgan, Semaj A. .... Mound Correctional Facility
- Keffer, Mary M. .... Gus Harrison Correctional Facility
- Killips, James N. .... Kinross Correctional Facility
- Klein, John A. .... Richard A. Handlon Correctional Facility
- Kotwica, Jennifer N. .... Field Operations Metro Region

*PEOPLE MAKE THE DIFFERENCE*





**RETIREMENTS CONT.**



Kramer, Rex L. ....	CFA Southern Region
Kuhlman, Victor E. ....	Central Office
Lindberg, Eric E. ....	Parnall Correctional Facility
Loosemore, Danny R. ....	Baraga Correctional Facility
Malette, Steven P. ....	Chippewa Correctional Facility
McCoy, Roger A. ....	Ionia Maximum Correctional Facility
Nighsonger, Thomas L. ....	Bellamy Creek Correctional Facility
Niles, Merlyn. ....	Women’s Huron Valley Correctional Facility
Novak, Sara B. ....	Richard A. Handlon Correctional Facility
Osborne, Gregory E. ....	Women’s Huron Valley Correctional Facility
Paradis, Peggy L. ....	Egeler Correctional Facility
Peckham, George L. ....	Parnall Correctional Facility
Peckham, Thomas A. ....	Charles Egeler Correctional Facility
Perry, Eugene. ....	Michigan Reformatory
Piche, Debra A. ....	Chippewa Correctional Facility
Plenda, James A. ....	Pugsley Correctional Facility
Poindexter, Dianne. ....	Muskegon Correctional Facility
Porter, Mary. ....	Michigan Reformatory
Potter, Susan L. ....	Cooper Street Correctional Facility
Pyykkonen, Mark E. ....	Marquette Branch Prison
Quinn, Barbara J. ....	Field Operations Metro Region
Roman, Richard G. ....	Field Operation Outstate Region
Roy, Armand W. ....	Saginaw Correctional Facility
Roy, Brian. ....	Thumb Correctional Facility
Sawyer, Paul N. ....	Woodland Center Correctional Facility
Schlicht, George L. ....	Pugsley Correctional Facility
Spitler, Dawn M. ....	Mid-Michigan Correctional Facility
Steggerda, Steven D. ....	Ernest C. Brooks Correctional Facility
St. Onge, David P. ....	Chippewa Correctional Facility
Thurlow, Norma L. ....	CFA Southern Region
Tobias, Linda E. ....	Michigan State Industries
Twomey, Kevin F. ....	Carson City Correctional Facility
Vining, Douglas D. ....	Lakeland Correctional Facility
Walker, Hampton E. ....	Women’s Huron Valley Correctional Facility
Whalen, Karen G. ....	Women’s Huron Valley Correctional Facility
Winters, Rodney L. ....	Ionia Maximum Correctional Facility
Zaborowski, Gary. ....	Pugsley Correctional Facility

**PEOPLE MAKE THE DIFFERENCE**

