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CORRECTIONS OFFICER SHOT AND KILLED RETURNING HOME FROM WORK

Corrections Officer Clarence Tariq Hammond III (*pictured in uniform at right*) was shot and killed by an unknown assailant while returning home from his shift at Macomb Correctional Facility (MRF) Friday, January 13, 2012. Officer Hammond was still in uniform when he was approached by an armed man while exiting his vehicle in the parking area of his residence. According to a witness, upon seeing that Officer Hammond was in uniform, the assailant knocked him to the ground, then shot him once, killing him. The suspect is still at large and police are investigating all leads. They also provided a sketch of the suspect based on a witness description that can be viewed at www.freep.com.



The funeral will be Saturday, January 21, 2012 at 11 a.m. at the Christian Life Church, 24877 21 Mile Road, Macomb, MI 48042 with a family hour at 10 a.m. and a public service at 11 a.m. The Michigan Department of Corrections Honor Guard will be there to pay the Department's respects and to assist other corrections and law enforcement agencies who are offering their condolences at the service.

Officer Hammond was a six-year veteran of the Michigan Department of Corrections. He leaves behind two young children, ages 4 and 5. Coworkers were shocked by the news, saying that Hammond was well-liked and respected throughout the facility. The Michigan Department of Corrections expresses its sincere condolences to the family, coworkers, and friends of Officer Hammond. This senseless act of violence on one of our officers is intolerable. We are working with our law enforcement partners to ensure the suspect is captured and brought to justice.



Officer Hammond shows off the infectious smile he was known for. (Photo courtesy www.freep.com)



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ARU, ERT, STATE AND LOCAL LAW ENFORCEMENT SWEEP THE STATE FOR ABSCONDERS

The Michigan Department of Corrections (MDOC) was out in force last week as it conducted parole/probation absconder sweeps throughout the state. The Department's Absconder Recovery Units (ARU) and Emergency Response Teams (ERT) collaborated with the Michigan State Police (MSP), county and local law enforcement agencies to search for offenders who had failed to report to their field agent. The sweeps targeted areas of the state with greater concentrations of high-risk absconders.



ERT, ARU and MSP discuss plans to find a parole absconder in the city of Jackson on Monday, January 9, 2012.

Starting on Monday and Tuesday, January 9-10, teams swept through the state, then focused their attention on metro Detroit Wednesday through Friday. The effort nabbed 99 parole absconders and resulted in the arrest of several citizens allegedly engaged in criminal behavior. In one residence, a large quantity of cash and what appeared to be marijuana were confiscated (see photos below). The person is facing possible distribution and possession charges as a result of the seizure. The sweeps also resulted in several parolees "self-reporting" to their field agent instead of being captured during the sweep.

Director Daniel Heyns along with Operations Support Administration (OSA) Deputy Director Randall Treacher and Correctional Facilities Administration (CFA) Deputy Director Thomas Finco participated in the operation. All three administrators were interested in seeing first-hand how ARU and ERT operated together with law enforcement to search for and arrest absconders. (ARU is part of OSA and ERT is part of CFA.) Director Heyns was there for one of the first arrests of the sweep, helping escort the parolee into the Jackson County Jail. Heyns said the collaborative effort was valuable in ensuring potentially dangerous offenders are taken off the streets.



Parolees and probationers stop reporting to their field agent for a variety of reasons. In some cases they are using drugs or alcohol again and fear going to prison for a positive test. In other cases they are engaging in new criminal behavior and don't want authorities to find out. Parolees and probationers need to understand that their field agent is there to assist them in being successful, while ensuring community safety. It is possible for some technical violations to be resolved without having to go to prison.

Throughout the week, ARU, ERT and law enforcement officers fanned out across Michigan, knocking on doors, searching homes and arresting higher-risk parole absconders. These efforts will continue throughout the year as the Department focuses on reducing the number of parole absconders in the community and ensuring a safer Michigan for everyone.

MDOC WELCOMES NEW HEALTH CARE ADMINISTRATOR

Joanne R. Sheldon, the current Chief Executive Officer of Lifeways Community Mental Health Authority, a Jackson and Hillsdale County mental health care services provider, will become the Department's Administrator of the Bureau of Health Care Services. Ms. Sheldon has 24 years experience in the health care field, working in both public and private sector and has been the CEO of Lifeways for the past four years. She has enhanced community mental health while CEO of Lifeways, bringing in new revenue and completing about 85% of the agency's 5-year plan in just two years.

BHCS ADMINISTRATOR (Continued on page 3)

RETIREMENT REFORM: HOW OVERTIME AFFECTS YOUR PENSION CALCULATION

The recent passage of Public Act 264 made changes to the State Employees' Retirement System Defined Benefit (DB) Plan, which may affect how your DB pension benefit is calculated. Contrary to any rumors you may have heard, the new pension calculations do not eliminate the use of overtime compensation. In addition, if your annual overtime earnings are relatively stable from year to year, up to the time you retire, there will be little impact on your pension calculation.



Your pension benefit is calculated using your Final Average Compensation (FAC), times the retirement factor of 1.5 percent, times your years of service. Your FAC is the average of your highest three consecutive years of earnings, whether those earnings are when you retire, or any three-year period earlier in your career. Your FAC will never go down lower than it would have been on December 31, 2011. It may go higher—of course—but it won't go lower.

How does the overtime you earn factor into your FAC?

- If your highest three years of earnings (FAC period) begins and ends before January 1, 2012, the actual overtime you earned each year would be included in your FAC.
- If your FAC period begins on or after January 1, 2012, an average of any overtime you earned for the six years immediately before the end of the FAC (or a prorated average of overtime since January 1, 2009, if you retire before January 1, 2015), will be added to your base wages.
- If your FAC period begins before January 1, 2012, and ends after January 1, 2012, wages used in your FAC will include the actual overtime earned before January 1, 2012, but any wages after January 1, 2012, will include a prorated amount equal to the average of your overtime earned since January 1, 2009.
- If you have no overtime earnings during your FAC period, the new ruling will have no effect on the calculation of your FAC.

The new legislation did not change the calculation for your supplemental amount. If you qualify for supplemental pay until age 62, your supplemental calculation is made after determining your annual estimated pension.

For further assistance and examples of how to compute your FAC with overtime, a video tutorial titled Defined Benefit Plan, Overtime Rules is available 24/7 on the ORS State Defined Benefit website – www.michigan.gov/orsStateDB. Select the Defined Benefit Plan Reform page, then scroll down to the section titled "Educate Yourself." The tutorial will be the bottom link in that list.

BHCS ADMINISTRATOR (Continued from page 2)



Ms. Sheldon is a graduate of the University of Vermont and has a Master's Degree in Health Service Administration from the University of Michigan - School of Public Health, Ann Arbor. Please join the Department in welcoming Ms. Sheldon. She will be a valuable addition to our team and will assist the Bureau of Health Care Services significantly in this time of change. Ms. Sheldon will assume her new post on March 5. Please welcome her as she begins her service with the Department.



DEPARTMENT CELEBRATES MORE HOLIDAY GIVING

Chippewa Correctional Facility Supports Those in Need

Chippewa Correctional staff adopted families for Christmas and provided several gifts for eight children and two disabled adults. In addition, Chippewa had a toy drive and donated a car load of toys for various ages to the Salvation Army/DHS sponsored Santa's Toy Shop. This gives the parents who cannot afford to purchase gifts for their children the opportunity to shop for free and choose a few toys that they feel their child would like.



PEOPLE MAKE THE DIFFERENCE

LMF and the Cooking Carberrys Team Up with DHS to Provide Special Holiday

The Department of Human Services (DHS), the Alger Correctional Facility (LMF), and the "Cooking Carberrys" combined efforts to provide gifts and Christmas baskets for needy families in Alger County. Many Christmas wishes were fulfilled for children by selecting and purchasing the gifts listed on the Christmas wish tags provided by DHS. Staff also conducted their annual "100 Dozen Cookie Raffle" which raised over \$1,000. The profits were donated to DHS for purchasing more gifts and Christmas meals for families in need.



John Sherman-Jones, Alger County's DHS Community Resource Coordinator, commented that the staff at LMF always seems to come through for the community in times of need.

LMF has been receiving Christmas tags from DHS since 1990 when the facility opened. Over the years the tags have almost tripled. This year, LMF staff filled 134 wish tags and the "Cooking Carberrys" filled 13 wish tags.

OER Helps Wishes Come True

The Office of Employment Readiness (OER) participated in the Salvation Army's "Angel Tree Program" by adopting four little angels - two girls and two boys. Ladeen W. George made the excellent suggestion and with unanimous support, the office Christmas tree was decorated with the little angel ornaments. Employees picked an Angel "ornament" off the tree and fulfilled a child's Christmas wish. The Angel Tree gifts were delivered to the Salvation Army, who in turn delivered them to the families. OER helped make their Christmas morning a little more special.



HOLIDAY (Continued on page 5)

DEPARTMENT RECRUITS IN U.P. FOR TENTATIVE OFFICER RECRUIT TRAINING CLASS

Michigan Department of Corrections recruiters were out in force last week in the Upper Peninsula. An informational meeting held at Michigan Works in Marquette was attended by over 150 interested participants.



Recruitment staff Maria Guizar (far right) and Kristi Vernon address a room full of interested potential candidates at Michigan Works! In Marquette.

The Department will likely run an Officer Recruit Training class focused on filling officer positions in the U.P. where facilities are short on staff. The tentative class will be held at the Michigan State Police Training Academy in Lansing and will start in late winter or early spring. Classes are divided into 8 weeks of classroom instruction and two-months of on-the-job training at the facility. The probationary officers who successfully graduate from the training program then spend the rest of their first year as probationary officers.

The last Officer Recruit Training class graduated in January 2011 and provided officers to facilities throughout the state, but with a focus on Women's Huron Valley Correctional Facility. With about 7,500 corrections officers, the Department needs between 500-700 new officers annually to meet vacancies caused by retirements, promotions and transition to other employment. However, due to recent closures, many vacancies have been filled through transfers rather than new hires.

HOLIDAY (Continued from page 4)

G. Robert Cotton Correctional Facility Helps Fulfill Angels Holiday Wishes

Kim Dabner, Prisoner Re-entry Coordinator for G. Robert Cotton Correctional Facility (JCF) spearheaded the Angel Gift Tags for the St. Vincent Catholic Charities. Staff who participated picked Angel Gift Tags that had gift suggestions for each child or teen who are living at the St. Vincent Catholic Charities Children's Home. Each staff person brought in their unwrapped gift(s) and Kim



packed each child/teen's gift in back packs that had been donated. The hand-picked gifts put a smile on each of the children's faces on Christmas Day.

JCF also participated in the annual Hat and Mitten Holiday Tree. All items collected were donated to the Salvation Army. The tree was full of beautiful hats and mittens. Great Job JCF!!!!





COLLABORATION WITH CRIMESTOPPERS GENERATES HUNDREDS OF TIPS FROM ANONYMOUS PRISON CALLS

An initiative started in 2008 between Crime Stoppers of Michigan and the Michigan Department of Corrections is paying dividends. Crime Stoppers of Michigan continues to provide solid evidence that the program has clearly taken hold in Southeastern Michigan. Citizens are responding, demonstrating their interest in working towards safe neighborhoods for us and our families. Several highlights include:

- 4,546 tips through October 20, 2011.
- Suburban tips are up 51% and Detroit tips are up 25% from the same period last year.
- \$51,000 has been paid already this year in rewards.
- Joint rewards now total over \$200,000.
- Program expansion to six county jails, including Oakland, Wayne and Macomb.

One of the major benefits of the program is its ability to protect the identity of the person reporting the crime. With no fear of reprisals or police involvement, all citizens can take an active role in the safety of their community. The law protects Crime Stoppers' records from subpoena unless the information would clear a defendant of guilt.

Since the Crime Stoppers/MDOC pilot program was initiated at the Macomb and Mound correctional facilities in June 2008, the MDOC continues to be a key contributing partner. Meetings with the Wardens' staff, conference calls, effective feedback, presentations at warden's forum meetings and weekly DVDs were all used to introduce the program to the prisoners who may know information about unsolved crimes and wanted fugitives.

In March 2009, the program met with such success, despite the initial "public" objections of the inmates, that it was introduced to all MDOC correctional facilities. With the help of CFA Administrative Assistant Norma Killough, the program was implemented in each facility and the weekly DVD of the Crime Stoppers "most wanted" cable show was aired inside each facility.

The program fields about 25 anonymous calls per month from correctional facilities and with recent telecommunications technology upgrades, Crime Stoppers expects to receive more tips from facilities.

Crime Stoppers and the MDOC are proud of the collaborative effort to help solve crimes. Anonymous tips by prisoners who are willing to help solve crimes are a valuable part of the nearly 5,000 tips received by Crime Stoppers since the initiative began.



THEATRE COMPANY SUPPORTS “SHAKESPEARE IN PRISON” PROGRAM AT WHV

The Magenta Giraffe Theatre Company will be supporting a new *Shakespeare in Prison* program at the Women's Huron Valley Correctional Facility.

Magenta Giraffe Theatre Company of Detroit is thrilled to announce its new *Shakespeare in Prison* program, which will be conducted at the Women's Huron Valley Correctional Facility in Ypsilanti, Michigan, beginning in February 2012 and running for nine months. This program, modeled on other successful programs of its kind, will empower inmates through theatre exercises and Shakespearean text to think creatively, re-examine decisions they've made, become more in touch with their emotions, and develop crucial life skills to be used both in and out of prison.

Inmates who volunteer for the *Shakespeare in Prison* program will work with Shakespearean monologues and scenes, experiencing the empowerment and satisfaction derived from working with this material. There is an idea that only “great actors” can do Shakespeare “right,” and that is absolutely false. Anyone can perform Shakespeare, and everyone has the right to create art as part of being a self-aware and individual human being. Participants will also be given the option of staging a full play by Shakespeare.

Similar programs have proven to be extremely effective in empowering inmates to think creatively, re-examine decisions they've made, get more in touch with their emotions, and develop life skills such as confidence in creative thinking and speaking in front of an audience. These programs are also very effective in building self-esteem in the prisoners, and all of these effects have a direct impact on prisoners' ability to become constructive members of society when they are released, or, if they are not released, excellent citizens and role models in the facility. Magenta Giraffe's program is modeled after *Shakespeare Behind Bars*, the oldest program of its kind in North America. The founder and artis-

tic director of that program, Curt Tofteland, has been advising the project's facilitator, Executive Artistic Director Frannie Shepherd-Bates. The program reports that participants in *Shakespeare Behind Bars* have had only a 7% recidivism rate, as contrasted with the national rate of 67%, and Magenta Giraffe hopes to continue that trend with its own program.

"We're very excited about *Shakespeare In Prison* coming to our facility," says Deputy Warden of programs Karri Osterhaut. "It is a wonderful opportunity for the female prisoner population to learn about theatre and literature, and about themselves in the process."

Shakespeare in Prison has the potential for real change in the community, helping women achieve a sense of self that can help them with their families, their community, and their personal future.

For more information about Magenta Giraffe Theatre Company, please visit www.magentagiraffe.org or call 313-408-7269. For more information about the Women's Huron Valley Correctional Facility, please visit www.michigan.gov/corrections.



REENTRY ROUNDTABLE

Reentry Roundtable is a continuing column that provides news, facts, and program successes within the prisoner reentry program.

Macomb Prisoner Reentry Participant Graduates from College

On December 17, 2011, hundreds of students gathered at the Dearborn campus of the University of Michigan to graduate with their Bachelor's and Master's degree. Macomb Prisoner Reentry Referral/Services Facilitator Midge York and Community Coordinator Barbara Caskey were fortunate to be invited to this event to watch Jovonia M. walk across the stage to receive her Bachelor's Degree in Liberal Arts. Jovonia is a Prisoner Reentry participant who will be successfully discharging from parole within weeks of her graduation.

Jovonia was sentenced in 2009 and when paroled in 2011, she immediately began participating in Prisoner Reentry programs and services. She had no outside resources in order to acquire identification, no assistance with clothing, and no transportation. By working with Prisoner Reentry, she was able to gain access to these services. Prior to her arrest in 2008, Jovonia began her college education and had hoped to reach her goals of obtaining her Bachelor's Degree upon release. She participated with the Employment Specialist on staff in the Prisoner Reentry office and enrolled in coursework at the University of Michigan-Dearborn campus to further her education. Jovonia had also completed coursework to obtain certification as an asbestos contractor/supervisor in July of 2011. The Prisoner Reentry program was able to provide assistance to her in receiving this certificate by funding the cost of the course. Completion of this certification program has allowed Jovonia to become employed while continuing her studies.

Jovonia, like many other Prisoner Reentry participants, was expected to complete many requirements upon release. Although overwhelming, she was successful in completing these requirements as well as the many requirements of higher education



with the assistance of her family and friends, her Parole Agent and the Prisoner Reentry staff who assisted her. Jovonia plans to continue with her education to obtain her Master's Degree in criminal justice with the ultimate goal of becoming a college professor and passing down what she has learned both in the classroom and through her life experiences, including her time of incarceration and while under parole supervision. The value of these experiences will be priceless to students entering the field of criminal justice.

Jovonia has been an inspiration to the Prisoner Reentry staff as well as to other participants. The obstacles she has overcome and the effort she continues to put forth are reminders to us all that goals can be accomplished regardless of the place you may be coming from or the work required to get you there. We celebrate Jovonia and her graduation this past December as much as we celebrate the optimism and encouragement she brings to all of us.

The article was written and submitted by Macomb Prisoner Reentry Community Coordinator Barb Caskey.