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**Cindi Curtin Officer Recruit Training Class Graduation**

On Friday, May 9, the Cindi Curtin Officer Recruit Training Class graduated. The ceremony was held at Lake Superior State University, and the graduating class included 21 officer recruits who are employed with the Department at facilities located throughout the Upper Peninsula.

Cindi Curtin was employed with the Department for 28 years. Ms. Curtin began her career with the Department in 1985 as an assistant resident unit supervisor (ARUS). After six years as an ARUS, Cindi was promoted to a resident unit manager. She briefly worked in parole and probation during which time she realized her true calling was to work within a prison. Upon her return to the Correctional Facilities Administration, Cindi held positions as an Assistant Deputy Warden, Deputy Warden and most recently as a Warden for eight years.

Three members of the Cindi Curtin class were recipients of class awards:

- Kristopher Murtha received the Josephine B. McCallum Award for excellence in leadership,
- Troy Streeter received the Jack Budd Award for determination and effort, and
- Zackary Niemi received the Academic Achievement Award for outstanding academic performance.

Officer Murtha will begin his career with the MDOC at the Chippewa Correctional Facility, Officer Streeter will work at the Alger Correctional Facility and Officer Niemi will work at the Newberry Correctional Facility.

The Department sends well wishes to the Cindi Curtin Class as they embark on their new careers as Corrections Officers.



L to R: Director Dan Heyns, Ofc. Kristopher Murtha and Cindi Curtin.



L to R: Director Dan Heyns, Ofc. Troy Streeter and Cindi Curtin.



L to R: Director Dan Heyns, Ofc. Zackary Niemi and Cindi Curtin.

## **MDOC STAFF SAVE LIVES AND ASSIST THOSE IN NEED**

**Prisoner in Distress:** While Corrections Medical Officer James Baerwolf was in the dayroom at Woodland Center Correctional Facility, he was approached by a prisoner who appeared to be in distress. Officer Baerwolf instantly assessed the prisoner and determined that the prisoner had an airway obstruction. He quickly administered several abdominal thrusts which dislodged the obstruction enabling the prisoner to breathe freely. The prisoner immediately thanked Officer Baerwolf for his swift response and actions. The Department is fortunate to have Officer Baerwolf who followed his instinct and training which resulted in a life saved.



*L to R: Corrections Medical Officer James Baerwolf, Director Dan Heyns and Corrections Medical Officer Anthony Thibodeaux.*

**Prisoner in Grave Danger:** Woodland Center Correctional Facility Corrections Medical Officer Anthony Thibodeaux observed a prisoner who had tied strips of his bed sheet tightly around his neck, turning red and nearing unconsciousness. Officer Thibodeaux immediately entered the prisoner's cell and cut the sheet off of his neck. He continued to monitor the distressed prisoner ensuring that he was breathing properly and remained conscious until health care staff arrived. Due to Officer Thibodeaux's immediate and unwavering response, he guaranteed that a prisoner that had put himself in grave danger had a good outcome to a potential life-ending scenario.

**Assisting Those in Need:** On December 30, 2013, Marquette Branch Prison Resident Unit Managers (RUM) Cason Tallio and Kenneth Niemisto both observed a multiple vehicle accident on U.S. Highway 41 as they approached the entrance to the prison. Cason and Ken parked their vehicles and immediately went to the accident scene to assist.

They both came upon an unconscious victim lying on the highway who had been ejected from their vehicle. RUMs Tallio and Niemisto, along with the assistance of another citizen, assessed the well-being of the victim, provided the victim blankets due to the sub-zero temperature and assisted in directing traffic around the accident scene. Upon the victim regaining consciousness, Ken engaged her in conversation to determine her name and gain an emergency contact while trying to reduce her anxiety.

Cason and Ken both assessed an accident victim that was located in another one of the vehicles involved. This victim was also injured. After evaluating the second victim to ensure their well-being and safety, they continued to provide assistance to both victims as well as to law enforcement officials.

The Department is fortunate to have staff such as RUMs Tallio and Niemisto who provided assistance to citizens in need under less than ideal conditions in sub-zero temperatures. The personal and professional integrity that they exhibited should be commended.



*L to R: Warden Robert Napel, Resident Unit Manager Cason Tallio, Resident Unit Manager Ken Niemisto and A/Assistant Deputy Director Lloyd Rapelje.*

## Parole and Probation Agents Receive SCRAM Awards

Twenty three parole and probation agents received Secure Continuous Remote Alcohol Monitoring (SCRAM) awards for Excellence in Caseload Management and Outstanding Operational Achievements in 2013 from Alcohol Monitoring Systems, Inc. Alcohol Monitoring Systems, Inc. has several objective measurable criteria by which the recipients of the awards are determined.

Agents received awards based on large, medium and small caseloads in the two award categories of Excellence in Caseload Management and Outstanding Operational Achievement. The dedication, commitment and integrity that these award recipients display in their positions plays a key role in the Department's ability to make a safer Michigan for the citizens of our state.



*L to R (Back Row): Director Dan Heyns, Agents Rodney Pollard, Jeff Kley, Jennifer Groom, Michael Haney, Ted Leslie, Sandro Filiputti, Jeremy Meylan and Tina Zapata*

*L to R (Front Row): Agents Mary White, Laurie Achterberg, Amy Graw, Melanie Cascadden and Samantha Johnson*



*L to R (Back Row): Director Dan Heyns, Agents Traci Knight-Carreker, Kevin Jones, Michelle Scigliano, Brian Harmon, Latoya Ellis, Rebecca Beard, Operations Administrator Mike Alexander*

*L to R (Front Row): Agents Bernadette Walker, Rebecca Milstone and Heidi Zarka*

**PAROLE BOARD CHAIRPERSON JAYNE PRICE STEPS DOWN**

The following statement is from Former Parole Board Chairperson Jayne Price:

It has indeed been an honor and pleasure to serve as the Parole Board Chairperson. Unfortunately, demanding family matters have recently surfaced which require my immediate attention and intermittent absence from the office. Therefore, I requested to resume my role as Parole Board Member. This move will allow me to continue the great work of the Parole Board but also provide more flexibility in my schedule to focus my attention where needed.

As you can imagine, my decision to step down was not an easy one. I sincerely appreciate and offer my heartfelt thanks for the understanding and support of Director Heyns and Deputy Director Sinclair.

Please join me in congratulating Mike Eagen as he assumes the role of Parole Board Chairperson.



*Parole Board Member  
Jayne Price*

**MICHAEL EAGEN APPOINTED PAROLE BOARD CHAIRPERSON**

Director Heyns has appointed Michael Eagen as the new Parole Board Chairperson.



New Parole Board  
Chairperson  
Michael Eagen

Michael has served as a Parole Board Member since April 15, 2011. Prior to becoming a member of the Board, he worked as a prosecuting attorney with the Eaton County Prosecutor's Office for over 25 years, serving as an assistant prosecuting attorney, senior assistant prosecuting attorney, and chief assistant prosecuting attorney. Michael had advised state, county and local officials on legal issues within Eaton County and had 15 years of experience supervising other attorneys within the office. His previous work experience included time as a law clerk for the Eaton County Circuit Court, working at Dickinson, Wright, VanDusen, and Freeman Law Office and with the Michigan Department of Community Mental Health. Michael has a B.S. in Psychology from Michigan State University and a Juris Doctorate from Thomas M. Cooley Law School.

Michael's appointment became effective Sunday, May 25. Please congratulate Michael on his new position as Parole Board Chairperson.

## OFFICER CHAD CHARLES PASSES AWAY

Corrections Officer Chad Alan Charles passed away on May 21, 2014 while on duty. Officer Charles worked at the Muskegon Correctional Facility and was an Emergency Response Team (ERT) member. Officer Charles passed away while attending ERT quarterly training. He worked for the Department for 8.5 years, beginning his career at Baraga Correctional Facility in 2005 and transferring to Muskegon Correctional Facility in 2012.

Officer Charles carried out his job with integrity and pride, always willing to assist where needed. In 2010, Baraga's ERT was activated and deployed to assist with the apprehension of an escaped prisoner. As a member of Baraga's ERT, Officer Charles' actions and involvement in the operation were integral to its success and the capture of the escaped prisoner.

Officer Charles leaves behind his six children.

Funeral arrangements for Officer Charles were held on Wednesday, June 4 at the Pine River Area High School, 17445 Pine River Road, LeRoy, MI 49655.

In lieu of flowers, the family requested cash donations which will be used to assist with funeral arrangements. All donations can be sent to Officer Charles' father, Larry Charles, at 609 Maple Street, Luther, MI 49656.

Please keep Officer Charles' family and friends in your thoughts during this difficult time.



## OFFICER ADAM LADD PASSES AWAY IN TRAGIC ACCIDENT

Corrections Officer Adam Ladd passed away on Friday, May 30 while working on private land in Hillsdale Township. Officer Ladd worked for the Department for nearly 12 years, most recently working at the Cooper Street Correctional Facility (JCS). He began his career at the Southern Michigan Prison and then transferred to the Florence Crane Correctional Facility prior to working at JCS.



Officer Ladd took great pride in his job with the Department, his entrepreneurial ventures outside of the MDOC, as well as his family. He ran the housing unit with high expectations for the prisoners' conduct, hygiene and unit cleanliness. Officer Ladd was known by his colleagues as an extremely effective officer as well as a notorious prankster. He had a significant impact on those he encountered daily.

Officer Ladd is survived by his wife Amy and their two children.

Funeral arrangements were held on Tuesday, June 3 at the VanHorn Eagle Funeral Home in Hillsdale.

Memorial contributions are suggested to the Hillsdale Free Methodist Church or an education fund for his children through County National Bank in Hillsdale, MI.

Please keep Officer Ladd's family and friends in your thoughts during this difficult time.

## **MDOC PLAYS A PART IN RAISING FUNDS TO PREVENT CHILD ABUSE AND NEGLECT**

Each year, the Pam Posthumus Signature Auction Event is held to raise funds which benefit the Children's Trust Fund. The Children's Trust Fund (CTF) was created in state law and is the only statewide non-profit organization with a sole charge to prevent child abuse and neglect. Since the CTF's creation in 1982, more than \$60 million in charitable donations have been raised to support prevention programs and services in communities across the state. These donations have affected over 6 million Michigan kids.

The Department has donated prisoner-made items to this notable event and cause for 11 years. For this year's event, the Department donated a number of handcrafted items including a rocking chair, a wooden bar, a wine cabinet, doll furniture, jewelry boxes, bird houses, cutting boards and a pub style table and chairs. These items were included in the silent auction.



***Right:** Governor Rick Snyder sitting in a rocking chair made by prisoners from the Thumb Correctional Facility.*

## **EPIC TEAM CELEBRATES COLLABORATION WITH MDOT**

The MDOC's Effective Process Improvement and Communication (EPIC) Development Team recently took the opportunity to celebrate its successful production of two EPIC videos for Department staff. The Team worked hand-in-hand with the Michigan Department of Transportation's (MDOT) videography, photography and graphics design units. MDOT staff produced the graphics, shot the video and photos in their studio, and edited them for completion. MDOT staff were terrific partners throughout this collaborative process. While the project originally entailed producing a single EPIC video, in the end the Team was pleased to report it had produced two videos for less than what had been budgeted for one. As part of the celebration, Team members received a tour of MDOT's studio and production facilities, offering them the opportunity to see the production process first hand and ask questions. As a token of MDOC's appreciation for the successful partnership, each MDOT team member received a personalized MSI license plate, representing the teamwork.



**L to R (Back Row):** Todd Butler; Brian Whitfield, Tyrone Davis, Destinie Shipman, R Cole Bouck, Beverly Smith, Lori Gidley, Trever LeBarre, James Blakely & Tim Burke.

**L to R (Front Row):** Eric Shaw, Bill Phillips, Sarah Martin & Bob Wilks

**EPIC—DENTAL CLINIC ACTIVITY REPORTING STREAMLINED**

*L to R (Back Row): Jeffery Taylor, Geni Balfour, Diane McCreadie, Tanya Russell, Duncan Howard, Rebecca Goodman, William Chapman, Stacey Eagle, and Christopher Kamrada.*

*L to R (Front Row): Carla Maxwell, Shary Henderson-Pero, Anne Johnson, Kelly Short, Sheryl Bild.*

State government continues to expand its boundaries to become “more efficient, improve services and be more responsive to its employees.” Effective Process Improvement and Communication’s (EPIC) Lean Approach was utilized by Bureau of Health Care Services Dental staff to successfully streamline its Dental Clinical Activity Reporting (DCAR) process. The monthly DCAR process was selected due to the clinical data that is compiled and utilized to deliver and maintain operations of the Department’s 40 dental clinics. Clinical data that is collected via the DCAR process is also used to benchmark and compare the BHCS’s performance in regard to one of its scorecard metrics of providing routine dental treatment appointments.

The BHCS’s Dental staff’s goal in engaging in the EPIC process was to standardize the DCAR process while obtaining the necessary information in minimal time, therefore, increasing the dedicated time to provide patient care. With the leadership provided by Initiative Manager Chris Kamrada, the DCAR team which consisted of 13 diverse dental employees from numerous facilities throughout the state quickly developed an approach to reaching their goal.

The DCAR team’s first meeting was on March 18, 2014. The team quickly learned EPIC’s Lean Approach, engaging it to develop a plan to meet their identified goals which included establishing standard work principles. Instituting the team’s streamlined DCAR process will reduce the monthly report process by 83%. This significant reduction will ultimately translate into a greater amount of dedicated time to provide patient care as well as reduce the dental appointment wait list.

This new process is anticipated to be implemented statewide in June of 2014. Team members have been assigned to dental clinics in their geographic work area to champion the implementation of this new process. Additionally, all dental staff were provided a brief overview of the new streamlined process at the Regional dental meetings held at the beginning of May. Initial responses to the new process were very positive.