Michigan Department of Corrections

F.Y.I.

Volume 19, Issue 7

March 8, 2007

Parole Board Gets New Chair, Members

The MDOC Parole Board has undergone a few changes, with a new leader and several new members added as others depart.

Congratulations to Chairperson Barbara Sampson. She replaces John Rubitschun, the outgoing chairman who had continued to lead the group since being appointed the Deputy Director of Field Operations Administration last year.

(l.-r.) Parole Board members Sharee Booker, Chairperson Barbara Sampson, Laurin' Thomas and John Schlinker.

Barbara Sampson was appointed to the Parole Board in 2003. Prior to her appointment she was employed with the Wayne County Department of Child and Family Services (formerly the Wayne County Department of Community Justice) as Manager of Adult Programs funded through MDOC's Office of Community Corrections.

"Barb brings a rich experience in the corrections field to this new role and I am confident that she will be a dynamic and innovative leader as we move forward during these difficult times," said department Director Patricia L. Caruso.

"I think this is an unprecedented time in Parole Board history," Sampson said. "The MDOC is transforming the way we do business, and I'm excited to be part of the new future of the department."

*-see **PAROLE BOARD MEMBERS**, page 4*

Hearings Address Prison Closing Concerns

Department administrators recently attended two public hearings in Jackson on the proposed closing of Southern Michigan Correctional Facility (JMF) and the 7 Block of Charles Egeler Reception and Guidance Center (RGC). As we first reported to our employees in the **F.Y.I.**, the closing stems from Governor Granholm's recommendation to trim $92 million from the Corrections budget.

Nearly 200 people attended the first hearing at Jackson Community College, hosted by the state Senate Judiciary Subcommittee on Prison Reform and Safety. Later that evening Senator Mark Schauer hosted a town hall meeting at Baker College; more than 300 people were present. The hearings were understandably emotional at times. People were given the chance to voice their opinions (both positive and negative) and ask questions concerning employment, offender release, safety and other matters.

Deputy Directors Dennis Schrantz, Dennis Straub and John Rubitschun as well as Administrator of Operations Support Administration Gary Manns and Chief Financial Officer Barry Wickman were on hand to respond on behalf of the department.

*-see **HEARINGS**, page 2*

INSIDE THIS ISSUE:

Inside Internal Affairs..... 3

Overfamiliarity?.....3

Daylight Savings.....6

Promotions.....7

Hearings -- *continued from page 1*

We also prepared a handout for distribution that included these frequently asked questions:

What is the Department of Corrections budget situation and how does it affect our communities?
The fiscal year 2008 budget recommendation for the Department of Corrections includes a net reduction/ savings of $92 million. Since nearly 85% of the department's budget goes to running correctional facilities, we have determined the department will have to reduce the prison population in order to achieve this level of savings. As the prison population is reduced, correctional facilities will close.

How does our incarceration rate compare with that of neighboring states?
Michigan's state prison system is out of step with its Midwestern neighbors. U.S. Department of Justice statistics reveal that our incarceration rate is 489 prisoners per 100,000 Michigan residents. This is 28% higher than the Midwest average of 383 prisoners per 100,000 residents.

Why did you choose to close Southern Michigan Correctional Facility and the 7 Block of RGC?
The decision to close Southern Michigan Correctional Facility and the 7 Block of Charles Egeler Reception and Guidance Center is the first step in implementing the department's budget recommendation – the first step toward achieving the savings which can/will be used to provide other critical state services. A number of factors are used in determining the timing and selection of prison closings:
1. The cost to operate the facility: Southern Michigan Correctional Facility and the 7 Block of Charles Egeler Reception and Guidance Center are more expensive to operate than other similarly sized facilities,
2. The need for additional improvement or renovations to the facility: These facilities are expected to cost several more million dollars to operate in the short term – far greater than other institutions in other locations,
3. The number of prisoners housed at the facility: The two locations house nearly 2,000 prisoners,
4. The proximity to other prisons: The ability to absorb staff locally at other prisons in the Jackson complex and at other facilities in the region, such as Coldwater, Adrian and Ypsilanti.

How many jobs will be affected?
One of our primary concerns is how the closure will affect our employees. There are 425 positions in the Southern Michigan Correctional Facility, mostly corrections officers. In addition, a number of food service workers, counselors, clerical positions, program staff and administrative staff will be affected there. There are 39 positions in 7 Block.

In both cases, the department will attempt to absorb as many staff as possible. We have implemented an immediate hiring freeze so that we have all possible vacancies available to place current staff, and will also work with other state departments to take advantage of each agency's ability to assist with displaced workers. Our goal is that every displaced worker will be offered a job.

When will the facilities close and will all of the prisoners be released into the community?
First, it is important to note that Michigan does not have any "early releases." The reduction in prison population will come from facilities all across the state. The releases will include certain medically fragile prisoners, deportable foreign nationals and prisoners who are serving for non-violent crimes.

The Michigan Prisoner ReEntry Initiative (MPRI) is critical to this effort because it prepares prisoners for release by working with local communities to have services ready upon release. The MPRI is now active in every urban center and every moderate sized county to where nearly 90% of all prisoners return. Additional resources – for transitional housing, electronic monitoring, drug and alcohol treatment and parole agents – will be provided to local communities. As beds become available as a result of parole board approvals using the MPRI, we will manage our population internally to fill vacant beds and gradually empty and close the Southern Michigan Correctional Facility and 7 Block. We expect this to occur by July 2007.

Inside Internal Affairs

What was your first reaction to the headline? The truth is if it wasn't exactly positive, you are not alone. Internal Affairs departments have what can be the difficult task of investigating complaints about employees, which sometimes causes employees to have an unfavorable view of them.

The MDOC Internal Affairs division was created in 1992, several years after outside investigations uncovered felony behavior by a former staff person. Division Manager Stephen Marschke says the division wants to ensure employees do not behave in an inappropriate manner or a manner which may harm or adversely affect the reputation or mission of the Department. This includes employee behavior both on and off duty, and Internal Affairs has a two-pronged focus.

"We take a hard look at employee misconduct and serious incidents in the department, making every effort to bring in objectivity and ensure that the problems are corrected and don't reoccur," Marschke said. "We also have a responsibility to exonerate employees when any allegations have been falsely made against them."

IA processed more than 1,600 complaints in 2006, twice the number of cases in 2005. Four hundred fifty-seven of those were allegations of employee misconduct, with overfamiliarity with prisoners being one of the primary claims (see sidebar).

Regardless of whether the complaints come from prisoners or employees, the bottom line is safety. Disciplinary actions can range from a written warning to suspension or to termination. The Michigan State Police are brought in for any allegations of a criminal nature.

Not all allegations are handled through Internal Affairs. Some deemed less serious are better served by institution staff or through the prisoner grievance process.

"It's more critical today than ever to have an Internal Affairs division. We have a duty to protect the good men and women who come to work every day, the offenders we supervise and the public," Marschke said. "Not investigating puts the people at risk and opens us up to lawsuits."

IA has seven employees on staff:

- Marschke, a former Berrien County Sheriff who has 32 years of experience in police work and Corrections, having served on the parole board and as parole board chair;
- Chris Olden, who formerly worked on the civilian side of Internal Affairs for the Detroit Police Department;
- Bob Manes, a former Michigan State Police Inspector who served in Internal Affairs;

*-see **INTERNAL AFFAIRS**, page 5*

Overfamiliarity? Take a Sense Check

One of the primary allegations made against employees is overfamiliarity. Test yourself: the following behaviors can place you at risk of developing an inappropriate relationship with an offender.

1. Looking forward to seeing a particular offender when you come to work.
2. Doing things with an offender you would not want your family or supervisor to know about.
3. Being reluctant to have a co-worker observe your behavior for an entire day.
4. Talking about personal matters with offenders.
5. Asking an offender to do personal favors for you.
6. Receiving personal advice from an offender.
7. Saying anything to an offender you would not want tape recorded.
8. Having fantasies of touching an offender.
9. Believing you have the right to touch an offender.
10. Looking forward to sharing good or bad news with a particular offender.
11. Thinking offenders are not allowed to say no to you, no matter what you ask.
12. Allowing offenders to talk about sexual experiences or sexual fantasies, or telling sexual jokes in your presence.

Parole Board Members -- *continued from page 1*

Parole Board Chairperson Barbara Sampson is flanked by outgoing members, former Chairman John Rubitschun and Marianne Samper.

Caruso re-appointed Sampson, James Quinlan and James Atterberry, two other board members whose terms would have expired on September 30.

"The department, and the Parole Board in particular, will be facing many challenges in the next few years," she said. "We need the assurance of a stable, experienced Board and for that reason I am re-appointing these members at this time."

A warm MDOC welcome goes out to the newest members of the Parole Board: Sharee Booker, John Schlinker and Laurin' Thomas. All three are appointed to terms expiring September 30, 2010. They will serve in place of outgoing members Rubitschun, Charles Braddock and Marianne Samper.

"John (Rubitschun), Charles and Marianne are to be commended for their commitment to the Department and in particular to their contribution to the Parole Board," Caruso said. "Sharee, John (Schlinker) and Laurin' bring with them a wealth of knowledge and experience. I am confident they will serve the Department well in their new positions."

Booker has been employed with the Department of Corrections since 1984 and was most recently the Deputy Regional Administrator for the Field Operations Administration - Region I - Wayne County. She has been interested in the Parole Board ever since hearing a member speak at a conference more than 20 years ago.

"They spoke with such passion about what they did, keeping dangerous people incarcerated and releasing those who could be," she said. "When this opportunity came, I decided I very much wanted to be a part of it. I'm pleased to be here."

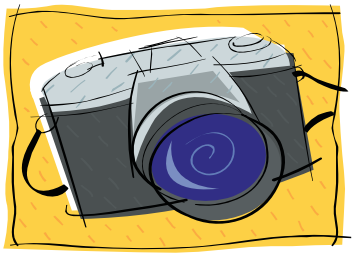
Schlinker is a former prosecutor and recently served as Government Affairs Director for the United Food and Commercial Workers Local 951. For him, serving on the board was a logical next step.

"Being on the Parole Board allows me to continue in public service," he said. "It's a natural extension of the work I've done before as an attorney and a prosecutor."

Thomas most recently was an attorney for UAW-GM Legal Services and has previously practiced law in various jurisdictions. Her reason for wanting to be on the Parole Board can be summed up with one word: children.

"I have two children," she said. "I want to have influence on what's happening in the community and who is out there who might affect them."

Screen Saver Photos Wanted



MDOC Shutterbugs, you have your next assignment. It's almost time to change the department screen saver, and the topics of choice are Michigan Bridges and Sports. If you have (or can get) related pictures – excluding family members and friends – please forward them to Executive Secretary Tammy Lott at **LOTTTM@michigan.gov**. You can also contact her with any questions or concerns. Lott will be accepting pictures through the end of March.

ACT Now to Stop a Suicide

Did you know that 70% of people who commit suicide either tell someone about their plans or give warning signs?

Have you heard someone you care about say:

- My family would be better off without me.
- There's nothing I can do to make it better.
- You'll be sorry when I'm gone.
- Life isn't worth living.

Many times death by suicide can be prevented. Most people who attempt suicide do not really wish to die, but at the moment they consider death to be the only alternative to their current suffering. Two-thirds of those who die by suicide were dealing with serious depression, and about fifty percent had measurable amounts of alcohol in their system.

Professional assistance that can be provided to people contemplating suicide can give them a sense of hope that there are other alternatives to their crisis. Family and friends taking **ACT**ion [acknowledge, care, and seek treatment] can very often make all the difference in the world for the person who is considering suicide. The Employee Service Program encourages you to **ACT** now to stop a suicide: **A**cknowledge your concern, take it seriously and be willing to listen; **C**are, take the initiative and voice your concern; and assist in seeking **T**reatment immediately for the individual.

The Employee Service Program web site (**www.michigan.gov/esp**) has a suicide risk questionnaire in an article entitled, "Suicide-- Is Someone You Know at Risk?" Employee Service Program counselors are also available.

Call 517-373-7630 (or 800-521-1377) in Lansing, or 313-456-4020 in Detroit if you would like to speak with a counselor. The National HopeLine Network is available 24 hours 7 days a week by calling 800-SUICIDE [for TTY assistance, call 800-448-1833].

In the event of a life-threatening emergency, you should go immediately to the nearest emergency room. Your local police can be contacted at 911 for assistance if needed.

Risk Management Today

The Office of Risk Management is currently reviewing all facility operating procedures and post orders on sallyport operations in preparation for an assessment on that procedure. If there are concerns or issues you would like considered, please forward them to the office via e-mail, **riskmanagement@michigan.gov** or at (517) 335-6850.

A team of MDOC employees of various classifications and experiences will soon be selected to participate in this assessment. It is essential that we receive your input with suggestions and recommendations on how to reduce inherent risk in the sallyport.

Internal Affairs, *continued from page 3*

- John Dama, retired Lansing Police Department Lieutenant;
- Bruce Sibert, a retired commander of the Michigan State Police Ionia post and former parole and probation officer out of Grand Rapids;
- Steve Wendry, retired Michigan State Police detective sergeant;
- Russell Byrne, retired Michigan State Police detective sergeant.

Did you know employees are required to report incidents of employee misconduct? They can do so by filling out a complaint form (CAJ 307) at work or by contacting Internal Affairs directly.

"It only takes the negative actions of one employee to tarnish the reputation of every good employee in this department," Marschke said.

Marching Toward Good Nutrition

Did you know March is National Nutrition Month? The American Dietetic Association says to achieve a healthful lifestyle is to be 100% fad free. The ADA offers these tips to enjoying a 100% fad free lifestyle:

1. Develop an eating plan for lifelong health. People often adopt the latest food fad rather than focusing on overall health. Get back to basics and use the new "Dietary Guidelines for Americans" and "MyPyramid" as your guide to healthy eating.

2. Choose foods sensibly by looking at the big picture. When consumed in moderation in appropriate portions, all foods can fit into a healthful diet.

3. Learn how to spot a food fad. Unreasonable or exaggerated claims that eating (or not eating) specific foods, nutrient supplements or combinations of foods may cure disease or offer quick weight loss are key features of fad diets.

4. Find your balance between food and physical activity. Regular physical activity is important for your overall health and fitness. It helps control body weight, promotes a feeling of well-being, and reduces the risk of chronic diseases.

5. Food and nutrition misinformation can have harmful effects on your health, well-being and wallet. Registered dietitians are uniquely qualified to communicate current and emerging science-based nutrition information and are an instrumental part of developing a diet plan that meets your needs.

The MDOC has 12 registered dietitians working in prison facilities throughout the state. Registered Dietitian Gatha McClellan provides her food service and nutritional expertise at an administrative level. The group is committed to the nutrition and health education of inmates. Improving their health status reflects in cost-containment for the department and potential savings for state and city agencies upon their return to the community.

A Difference in Daylight Savings

Brace yourselves, time changers. We're "springing forward" a lot sooner than we usually do, and it could temporarily affect the computer calendars.

In August 2005, the U.S. Congress passed the Energy Policy Act, which amended the Uniform Time Act of 1966 and changed the start and end dates of daylight savings time. Consequently, daylight savings time will start three weeks earlier and end one week later than in previous years.

Where we used to set our clocks an hour ahead on the first Sunday in April and "fall back" on the last Sunday of October; this year daylight savings time starts March 11 and ends on November 4.

MDIT has completed its behind-the-scenes work to install the fixes that will make the appropriate adjustment to our computers. They caution, however, that this DOES NOT mean our calendars are adjusted. Therefore, meetings or appointments that we have on our calendars (in both GroupWise and Outlook) between March 11 and April 1 have the potential to be off by one hour.

Consequently, any meetings or appointments between March 11 and April 1 that do not have a time listed in the subject line should be deleted and resent by the person that scheduled the meeting.

Should you have any questions about DST or the impact on computers, please contact the MDIT Client Service Center at 517-241-9700 or 1-800-968-2644.

MDOC Promotions through February 24

ASSISTANT RESIDENT UNIT SUPV-1

BYRD, KENDALL D	MACOMB
FISCHER, SCOTT	MACOMB
BREGE, KEVIN P	MUSKEGON

CORRECTIONS OFFICER-E

CLARK, MALISSA D	RYAN

CORRECTIONS RESIDENT REP

CHANEY, CHAD L	RIVERSIDE

CORRECTIONS SECURITY INSPECTOR

SMITH, CRAIG L	BARAGA

CORRECTIONS SHIFT SUPV-1

EAST, DARRYL F	KINROSS
JOHNSON, BRUCE A	KINROSS
TROTTER, MARC A	KINROSS
BUDA, STEVEN M	OJIBWAY
ZAZESKI, KURT	OJIBWAY
HAVEN, JOHN R	STANDISH
NIERNBERG, CHRISTOPHER D	STANDISH
SCHABEL, STEVEN T	STANDISH

CORRECTIONS SHIFT SUPV-2

DAVIS, PAUL E	MID-MICHIGAN
EWERS, SHELDON M	OJIBWAY

DEPUTY PRISON WARDEN-3

BALES, JAY R	HURON VALLEY

MAINTENANCE MECHANIC-A

STRUBLE, TIMOTHY	MID-MICHIGAN

PAROLE/PROBATION OFFICER-E STP

LANGE, MEEGAN A	FOA REGION II

PERSONNEL MGT ASST-A

SANDBORN, LYNN ANN	CENTRAL OFC

PERSONNEL MANAGEMENT TECH-A

PORTER, BRENDA	CENTRAL OFC
STRAW, STACIE A	CENTRAL OFC

RESIDENT UNIT MANAGER-2

MACKEY, DEBORAH S	BROOKS

RESIDENT UNIT OFFICER-E

KISNER, KENNETH	ADRIAN
MARRIOTT, SCOTT M	ADRIAN
BLAIR, CHRISTOPHER R	MACOMB
RAMIREZ, ESTHER R	MACOMB
ROBISON, CHRISTINA	MACOMB
WALK, KIM	MACOMB
EICHORN, ANGELA M	MID-MICHIGAN
FRANKE, DENNIS C	MID-MICHIGAN
GILES, DARRIN D	MID-MICHIGAN
MYLES, SHARON D	MID-MICHIGAN
RIEDEL, ROBERT D	MID-MICHIGAN
SILSBURY, ROBERT L	MID-MICHIGAN
DOTSON, AMBER	MOUND
FARONBI, GANIU O	MOUND
STEPPES, JACKIE V	MOUND
WATERMAN, FRANK W	MOUND
MITCHELL, KIMBERLY E	OAKS
ESTES, KEVIN N	RYAN
MADUKA, PAUL C	RYAN
MORRIS, BELINDA	RYAN

STATE ADMINISTRATIVE MANAGER-1

HAAS, RANDALL W	MACOMB

F.Y.I. is a publication of the Michigan Department of Corrections, Office of Public Information and Communications.
We welcome your input! Contact us with your story ideas.
Editor: Lori Farmer