

REPORT TO THE LEGISLATURE
Pursuant to P.A. 166 of 2020
Sec. 302, Employee Engagement and Wellness

Section 302. (1) From the funds appropriated in part 1, the department shall submit a report by March 1 on the department's staff retention strategies to the senate and house appropriations subcommittees on corrections, the senate and house committees on oversight, the senate and house fiscal agencies, the legislative corrections ombudsman, and the state budget office. The report must include, but not be limited to, the following:

- (a) The department's strategies on how to improve employee engagement, how to improve employee wellness, and how to offer additional training and professional development for employees, including metrics the department is using to measure success of employee wellness programming.
- (b) Mechanisms by which the department receives employee feedback in areas under subdivision (a) and how the department considers suggestions made by employees.
- (c) Steps the department has taken, and future plans and goals the department has for retention and improving employee wellness.

(2) The department shall establish a staff recruitment and retention advisory board that is similar to the wellness program advisory board. At a minimum, the staff recruitment and retention advisory board shall consist of representatives from the department's human resources section, the department's legal department, department-affiliated unions selected by the union, and the department's nonexclusively represented employees. The board shall meet quarterly and serve to assist the department with shaping and enhancing effectiveness of staff recruiting and retention strategies. The department shall submit a report April 1 on the creation of the board and the board's initial plans to the senate and house appropriations subcommittees on corrections, the senate and house committees on oversight, the senate and house fiscal agencies, the legislative corrections ombudsman and the state budget office.

	INFORMATION AND STRATEGIES
Employee Engagement	<p>Within the Office of Executive Affairs is the EPIC Section. The objective of the EPIC Section is to engage and empower employees at all levels of the department to drive continuous improvement of departmental processes and outcomes, to assist the department with being more efficient and effective while improving best practices throughout the department and enhancing employee engagement.</p> <p>The Department uses EPIC teams, which are groups of employees appointed by the Director to work collaboratively to develop or improve a process. Team composition includes employees from cross sections of the department with various levels of expertise, classifications, and knowledge. Teams are tasked with identifying improvements and best practices that will result in a higher quality work product, better outcomes, and greater efficiencies throughout the department.</p> <p>There is one EPIC team that is a year-round team that focuses specifically on employee engagement. The Employee Engagement EPIC Team plans engagement activities throughout the year to include Employee Recreation Day events in the lower peninsula and the upper peninsula, sporting event/travel discounts, and raffles. This team also works closely with the Office of Continuous Improvement in promoting the SOM Employee Engagement Survey. MDOC work locations are creative in establishing incentives for taking the survey and results are shared with employees upon its completion. The Department then meticulously reviews the comments received from the survey respondents and determines where improvements are needed. A new EPIC team may be formed to specifically address areas needing improvements or other committees may be formed to address these issues as well.</p>

	<p>The EPIC Section established a 501(c)(7) to assist with employee engagement in the Department. This non-profit organization raises funds necessary to host Employee Recreation Day events along with other events designed to bring employees together for engagement purposes. The Employee Engagement Organization also established and oversees a departmental on-line store from which employees can purchase clothing and other items with the MDOC logo. Funds raised from the on-line store are used to support additional engagement activities. Funds are also donated to MDOC family members who have experienced personal tragedies.</p> <p>The EPIC Section also established a 501(c)(7) to oversee the Department's Shooting Team. The Shooting Team Organization was formed in 2017. Its purpose is to encourage employee engagement at competitive shooting competitions throughout the year. This organization oversees worksite Shooting Team Chapters and qualifies staff to participate in the annual MSP Police Pistol Shoot and the NRA National Police Shooting Championships. Worksite chapters are encouraged to hold shooting competitions in addition to those previously mentioned. These competitions have been very well received and a number of shooters from across the department participating.</p> <p>With regard to employee feedback and suggestions, employees within the department are encouraged to submit recommendations for best practices. An EPIC mailbox was established for employees to submit their ideas and recommendations. They can also contact any member of the EPIC Section to discuss ideas and recommendations.</p> <p>Information on employee engagement events are shared with all employees in the Department's newsletter which is provided to every employee. In addition, flyers and postings are provided to worksites to advertise engagement opportunities, and email notifications are sent to all staff as well.</p> <p>Attached is a document outlining engagement activities at all of our worksites for the year 2020.</p>
Employee Wellness	<p>In 2018, The Michigan Department of Corrections (MDOC) established an EPIC Committee to begin to address ways to initiate organized wellness-based services for all MDOC employees, their families and retirees. In the first nine months of inception of the MDOC Wellness Unit since May 2019, four FTE professionals have joined to facilitate the Wellness Initiative. The team currently is comprised of a Program Manager, two Wellness Coordinators and a Chaplains Coordinator. Each member of the Wellness Unit has an extensive background in working in public safety and support services. Soon the Wellness Unit will onboard another Wellness Coordinator. The three Wellness Coordinators will work regionally within Michigan to provide accessible services and support.</p> <p>The Wellness Unit serves as a dedicated resource within the MDOC to facilitate and assist wellness initiatives. The mission statement is "Supporting the wellness of the MDOC community and the well-being of those who serve." The best practice strategies for correctional wellness include: 1) effective and accessible crisis response, 2) providing proactive and preventative interventions and training opportunities, and 3) facilitating employee engagement in wellness for themselves, families and colleagues.</p> <p>The confidential services currently provided by the Wellness Unit are 24/7 crisis response, wellness consultations, brief counseling for employees, eligible family members and retirees. In addition, the Unit provides trainings, orientation and presentations throughout MDOC worksites and work groups. The Unit proactively fosters partnerships with outside entities to include other support organizations and MDOC affiliated unions. The Unit is available to new</p>

officers beginning in the first week of our academies, and they also help delivery resilience and wellness training to new officers.

The primary goals for 2020 are to establish a formal Peer Support Program and Chaplaincy Corps of over 100 trained employee volunteers to provide accessible wellness support for MDOC employees throughout the state of Michigan. These volunteers will be nominated by their peers, vetted and specially trained in peer support roles. The Wellness Coordinators will serve as clinical consultants to the Peer Support Persons (PSP) and will be regionally located and representative of some of the specialized target areas like military reintegration, correctional family health, retirement preparedness and women in corrections.

A specialized wellness work group is currently being established. The Wellness Program Advisory Board will hold its initial meeting on 03/25/2020 and will plan to meet quarterly. Members of the Wellness Program Advisory Board will assist in a collaborative effort to shape the Wellness Program and enhance the effectiveness of Wellness Program development.

This work group will consist of representatives from each of the following areas:

MDOC Wellness Program Manager

MDOC Wellness Program Coordinators

MDOC Human Resources

MDOC Legal Department

MDOC-affiliated unions

MDOC NERE employees (MAGE)

The MDOC is providing the 2020 Building Resiliency Training Module to all MDOC employees during the calendar year. This module will familiarize staff with developing active skills in resiliency, orientation of mental health first aid and mindfulness. The Wellness Unit staff will be training the trainers and provide ongoing training guidance in program delivery. Additionally, the department delivers staff suicide prevention and intervention training to all employees.

METRICS THE DEPARTMENT IS USING TO MEASURE SUCCESS OF EMPLOYEE WELLNESS PROGRAMMING:

The MDOC Wellness Unit currently tracks contact demographics, services and outcomes as an initial basis for metric formulation. To have a more accurate assessment of operational and systematic efficacy of employee wellness

	<p>programming, the MDOC is constructing formal metrics systems which will assess the effectiveness of the MDOC Wellness Program and employee wellness training. A Departmental Technician position will be created to serve as a dedicated resource for metrics development, maintenance and tracking oversight of the employee wellness programming. The Technician will be responsible for completing a variety of research and analysis assignments for the purpose of evaluation, assessment, planning development and implementation of MDOC Wellness programs or services. This position will provide ongoing analysis and reporting of metrics, program outcomes and identify areas of concern which is vital in this MDOC departmental wide program.</p>
Employee Retention	<p>ADDITIONAL TRAINING AND PROFESSIONAL DEVELOPMENT FOR EMPLOYEES:</p> <p>The department is again offering specific training programs for staff that is geared toward employee engagement and wellness. In FY 21 all staff will attend a specialized training program called Building Resiliency. The new Building Resiliency program was developed in collaboration between our Training Division and our Wellness Section. The focus of this training is to provide evidence-based, easy to learn and use responses to overcome stressful moments and high stress situations. Building Resiliency training provides tools for staff to mentally and physically prepare for various types of stress.</p> <p>Motivational Interviewing is another training program that helps staff better communicate with offenders and each other. This program is being rolled out department wide over the next few years. Motivational interviewing has numerous sessions scheduled in FY21 and has been modified to be delivered virtually during the pandemic. Communication portions of the Officer Recruit Training curriculum is being reviewed to include motivational interviewing language and terminology where appropriate.</p> <p>The department continues to work towards becoming a trauma informed department was a goal in FY 20 and due to the pandemic work is now moving forward toward that goal. This means that the staff will gain an understanding of the signs and symptoms of trauma and the potential paths to recovery. It will help reduce triggers and re-traumatization and will allow staff to better communicate and understand victims of trauma both at work and in their personal life. The EPIC workgroup is scheduled to begin meeting to establish the steps in achieving this goal. A key component to achieving this goal will include training for all staff related to trauma and an overall change in the approach when dealing with prisoners and staff. The MDOC has launched two new training programs for FY21 that integrate trauma informed de-escalation techniques designed to minimize potential triggers during staff interventions. The de-escalation training will raise the awareness of staff responders to critical incidents and assist during crisis interventions to de-escalate using verbal techniques in lieu of force whenever possible. The second program is titled Leading with Awareness. Self-Awareness is the first of an ongoing series. The primary objective is to heighten the awareness of the responder to focus on the reduction of triggers and leading with situational awareness. The anticipated outcome will be a measurable decrease in the use of physical control tactics and potential injuries to all stakeholders. Traditional programs focus mainly on the person in crisis and not the responders mental focus and awareness. This program is specifically designed to target the mindset of the responder to inject de-escalation techniques in every aspect of the intervention or response.</p>

The department also offers other specialized field specific training to staff. Employees participate in conferences and trainings in their specialized areas. The department has memberships with organizations (healthcare and field operations) that provide specialized online training programs and may also provide continuing professional education credits for their licenses. Healthcare sends staff to a specialized nursing training program where they get hands on experience. In other areas special guests are invited to speak at conferences and meetings.

The MDOC has launched the new Learning Management System. The new MDOC portal of the State of Michigan Learning Center will allow staff to sign up for all available training quickly and easily. The web-based program allows staff 24-hour access to all available online training courses. Additionally, it provides a comprehensive calendar of all MDOC training programs as well as programs offered through the Michigan Civil Service Commission.

The department is continuing to offer multiple leadership programs aimed at providing increased employee engagement with Supervisors and Managers. Communication is a key component to building trust and improving the overall environment for all stakeholders. FIT Leader programming will continue throughout the year. Providing leadership skills, communication training, and an environment that fosters positive relationships and a positive environment for staff. These courses stalled during the pandemic but will be back in the near future.

RETENTION:

The department values our employees and works hard to retain our staff. In the current economy it has become very challenging to recruit, train, and retain staff. The department continues to educate people on what it is like to work in corrections, removing the stigma that is associated with prison and how the department can provide a great career opportunity and benefit package.

The department continues to recruit and fill vacancies. In FY 21 the department is projected to fill 800 corrections officer vacancies over four academies. Filling these vacancies will have a positive impact on morale, reduce overtime and improve work-life balance.

The department has a college credit waiver that allows new Corrections Officers the ability to be hired without meeting the college credit requirements at the time of hire. The new officers have 24 months to achieve the college credits while earning a paycheck and benefits. We continue to reach out to colleges that offer the programs the opportunity to come to the academy and set up a station to sign officers up for their classes to help them get a jump start on the program. There are both online and face-to-face programs within the state. The recruits are provided brochures and literature about all of the colleges that offer the credits to help them find a local college that they could attend.

The department has a mentoring program for all new officers, which starts during their on-the-job training phase. Establishing a mentoring program for all staff is another objective of the strategic plan for FY20 that was stalled because of the pandemic and has been restarted in FY21. This program will provide additional guidance and support to staff in their professional development and will also provide them with mentoring opportunities for future development and growth.

The department is now using an electronic exit interview process in addition to receiving a monthly departure report to track departures and the reason for the staff leaving to get a better understanding of why people leave the department. The department is setting up a process to reach out to those departing staff that completed the exit interview to glean additional information about their experiences with the department and to identify and correct any areas in need of improvement. Many times, the departure is not a result of them not liking their job but rather that they are retiring or have found a better opportunity.

The department is developing surveys that will be used throughout the recruitment and onboarding process that will be administered at key intervals in the process. The goal is to gain insight from the recruits about the process, what went well, what they don't like, what could be improved, etc. These trends will help the department better prepare the recruits for work within the prison system and provide opportunity to improve the topics covered and processes within the academy experience, providing the new recruits with the tools to effectively do their jobs. The department has implemented a new physical fitness test for new recruits that aligns with duties of the position. A video has been developed and will be available on the departments website along with being shown at job fairs and recruitment events to give potential recruits a picture of what is expected.

Facility	Activities
AMF – Baraga Correctional Facility	<ul style="list-style-type: none"> • Baraga Correctional Facility prides itself in donating to the local community. Throughout the year, our focus shifted a bit, trying to help the local community while also helping boost staff morale. Donations to note include: • DJ Jacobetti Home for the Veterans, UP-Honor Flight, Ripple Recover Center in L’Anse, MI Baraga Area Schools, Special Olympics Polar Plunge for Upper Michigan. • Our facility also teamed up with local businesses by ordering from different restaurants every Friday. From March-October staff had the opportunity to purchase meals from a local business in turn helping our community. Additionally, a local food truck visited the facility three times during the summer and fall on all shifts. • Fundraisers were held for five staff members with medical emergencies. Our facility amazes us daily with their generosity to their fellow employees in need. In total over \$7,000 total was raised during these events. • Various non-custody staff members have started a “Random Acts of Kindness” group for our custody officers. A few weekends a month, various snacks are put out for custody staff to enjoy throughout their shift. • AMF established a “food pantry” which staff are free to utilize if mandated. The facilities EPIC team and Employees Club have raised funds to supply food for the pantry. Food is purchased from the local grocery stores. • Employee Appreciation Week-- individualized bags of chips, cookies, and mini candy bars were available one day, beef jerky sticks and pre-packaged snacks another, and coffee was delivered for each housing unit/respective area. • Veterans Week-- the facility lobby was decorated honoring our facility Veterans and pre-packaged treats were available daily throughout the week for all shifts. • Thanksgiving break-- cookies were donated by the school staff thanking all staff for all their hard work. • Christmas-- coffee was donated and delivered for each housing unit/respective area.
ARF – Gus Harrison Correctional Facility	<ul style="list-style-type: none"> • February 2020 - Catherine Cobb Fundraiser produced over \$200.00 and a generous amount of items to benefit the organization. Staff were able to dress down for a monetary or item donation. • February 2020 - A dress down, raffle and luncheon fundraiser to benefit co-worker Erick Starman who lost his home in a housefire raised \$2,841.00. • March 2020- A dress down fundraiser was held to benefit a senior car/nursing home community outreach program to enhance the lives of seniors who were shut-in and unable to have visitors. The program decorated windows and lawns of the care facilities. • June 2020- Hats were sold to benefit CO Randy Rumler’s family. CO Rumler passed away from COVID-19. • October 2020- A canned food drive was held to benefit the local food pantry, Fishes and Loaves. • November 2020- A dress down day fundraiser was held for the Lenawee Humane Society where staff could dress down or donate items to help the organization. 9 lbs. of hot dogs, 150 lbs. of cat litter, 16 gallons of bleach, 150 lbs. of dog food, 60 lbs. of cat food, 36 large cans of cat food and Laundry Soap were donated. • December 2020- A raffle/dress down day/luncheon was held to benefit the local homeless shelter, Share the Warmth. A total of \$1,225.00 was collected. The money was used to purchase socks, winter wear, and hygiene products for the shelter.

	<ul style="list-style-type: none"> • In addition to the fundraisers mentioned above, the facility developed a wellness committee named “The Gus Family Connection”. This group has endorsed health initiatives by sending out FAQs and organizing events outside of the work place such as walking groups. They have also put idea boxes at the entrances into the facility for staff to anonymously provide feedback/suggestions. • The ARF Employee Club sponsored a family for Christmas from the “Adopt A Family” organization. The funds were collected throughout the year by returning pop bottles from staff break rooms.
DRF – Carson City Correctional Facility	<ul style="list-style-type: none"> • Officer Kelly Schaffer passed away while trying to save a friend of his from drowning. The facility held a memorial for his at which time Director Washington presented his son with a lifesaving medal his father earned. • The facility administration all chipped in and bought COVID coins for all the staff. • During Christmas week the Employee’s club had a week full of events and food. • During Veterans week the employee’s club had a week full of events and food that ended with a cake and a challenge coin for all vets purchased by me and the employee’s club. • The facility had a Toys for Tots drive • A look food truck owner, Gazzela’s, put on a meal for all staff at the facility in November. • Several cookouts were held at the facility for staff, they were but on either by the employee’s club or paid for by the administration; Warden, Deputy Warden, ADW’s, Facility Manger, Principle and shift commanders. • At different times I purchased meals for the Warehouse, Maintenance, Health Care, Mental Health, Records Office, Business Office and Mailroom staff. <div data-bbox="327 813 957 1122" style="text-align: center;"> </div>
ECF – Oaks Correctional Facility	<ul style="list-style-type: none"> • ECF provides PowerPoint presentations to all employees to include upcoming events, past events i.e. retirements, service pin and coin presentations, birthdays and we have included a fish and game section by staff request. • Casual Fridays for all eligible staff are offered for a small donation to the Employee Club. The funds are used for various activities and charitable donations. • Fresh Popcorn is available to all staff. The supplies are funded by staff donations. • The Efficiency Committee at ECF was created and organized by Deputy Warden Burgess. The committee consists of custody, non-custody and administrative staff. The members review a wide array of issues that impact the facility, i.e., recruitment. The meetings have been put on hold due to the COVID pandemic.

	<ul style="list-style-type: none"> • Custody staff have organized various themed meals for their respective shift. On occasion they held special events like a “Chili Cook-Off”, Best Bar-B-Que, etc. Staff contribute all items for the events. • In the spring, the Business Office organized “Support Our Local Restaurants”. This consisted of once per week, all staff were encouraged to order from the selected local restaurant of the week. This was offered on all 3 shifts with set delivery times. This was a big success and the local restaurant owners were very appreciative of our business. • In the spring, to uplift the facility staff during this difficult time, a fun competition was held. Staff were challenged to put on their creative hats, in this case masks. Staff voted and the person with the winning mask received a \$50 gift certificate from Warden Parish. • Merry Christmas, Happy Holidays from the Employee Club.....All staff were entered into a drawing for 40 gift cards worth \$40 each at Meijer. Staff were randomly drawn and awarded. This has been part of the holiday celebration at the Oaks for a number of years.
<p>IBC – Bellamy Creek Correctional Facility</p>	<ul style="list-style-type: none"> • IBC hosts a number of employee engagement activities throughout the year, some examples are: • Food trucks on site for staff • Popcorn days • Gift Cards and healthy snacks for Employee Appreciation • Free Ice Water to all staff during heat alerts • Ice Cream day in July • Annual Employee cookout in July • Veterans day bags, gift cards and activities • Turkey giveaways for Thanksgiving • \$1700 in gift card drawing giveaways in December. • Casual Days for employees to raise money for the local food pantry (\$6792 raised in 2020). <p>As far as engagement opportunities, IBC currently is operating at a vacancy rate of 13.4 generating a need for working out of class opportunities in several departments. Numerous staff have had the opportunity to work in areas of interest due to vacancy levels. In addition, IBC has a staff mentoring plan for all supervisors that rotates monthly to ensure each supervisor has quarterly mentoring responsibilities.</p>
<p>ICF – Ionia Correctional Facility</p>	<ul style="list-style-type: none"> • We award 3 coins to staff. Warden’s Excellence Coin, A facility coin, and a Retirement Coin. • We have participated in raising funds for the following charities: <ul style="list-style-type: none"> ○ Ionia Food Pantry ○ Angel Tree ○ Rave: Domestic Violence Shelter ○ Employees that have experienced tragedy ○ Toys for Tots ○ Heartland Assisted Living Center

	<ul style="list-style-type: none"> • Veteran’s Week Activities- Including Veteran Parking Area, Acknowledgment of all Veteran and Active Duty, Snack Bags for veterans. • We have an employee of the month, employee of the year, and officer of the year. • We have a facility newsletter. • We schedule food trucks from April to November (2-3 a week) • Employee Club had a gift card giveaway for all of December.
JCF – G. Robert Cotton Correctional Facility	<ul style="list-style-type: none"> • This past year, this is not a lot to report in regards to employee engagement events at the facility level. As we know, COVID protocols went into effect in early to mid-March and we have been following that since then. • We did continue to pass out service pins to employees and ensure to recognize them for their years of service with the MDOC. We continue to distribute Warden Coins to staff throughout the year. With the utilization of technology we have been able to have a few speakers join in on teams at speak at pre-shift for our custody staff. We have had Deputy Director Jeremy Bush speak. We also had the wellness team speak to all three shifts and on Veterans Day we had Military General Paul Rogers speak to all three shifts during roll call and thank our Veterans. • The employees club has a couple of different times provided individually wrapped sub sandwiches for staff over the last several months.
JCS – Cooper Street Correctional Facility	<ul style="list-style-type: none"> • In the past year, considering all of the trials of the pandemic - both personal and professional - we determined that the healthiest way to engage our employees was to direct our attention to those needing help more than ourselves. We enlisted our Employee Club and invited our staff to come together for the following causes: <i>(proper social distancing and mask wearing were observed during these events)</i> • As a branch of Michigan Law Enforcement, JCS /SAI employees began the year by participating in the Polar Plunge at The Pointe Bar & Grill in Clarklake, MI to benefit the Special Olympics. • In September, our Employee Club held a Special Olympics Cookout fundraiser. All proceeds went to the Special Olympics. • Also in September, JCS/SAI partnered with The Jackson Correction Torchers to benefit the Special Olympics and raised additional money through approved “casual days” for non-custody employees in exchange for donations. • During the month of October, “casual days” for non-custody employees were approved in exchange for donations to benefit End Violent Encounters (EVE) which is a nonprofit, free supportive service to survivors of domestic and sexual violence, stalking and elder abuse. • JCS/SAI invited food trucks in both September and October to give staff a cheerful change of pace. • In November, the Employee Club held silent auctions to benefit the Harvest Gathering. A University of Michigan and a Michigan State University birdhouse was donated by MSI, and two seasonal gift baskets donated by the Employee Club were auctioned during the event. • Casual days were approved for non-custody during the week of Thanksgiving, Christmas, and the New Year. • All of these activities were well received by the staff and offered welcome diversions during difficult times.
KCF – Kinross	<ul style="list-style-type: none"> • Monetary donations to MI Harvest Gathering which provides local food donations.

<p>Correctional Facility</p>	<ul style="list-style-type: none"> • Food donation to Salvation Army Back Pack Program which provides food to local students on weekends and holidays/breaks. • Monetary donation to Kinross Alternative School's Food Pantry. The pantry provides food to needy students. • Monetary donation to War Memorial Hospital Road to Recovery Program. This program provides free transportation to cancer patients to receive treatment in Petoskey at McLaren Northern Michigan Hospital. • Monetary donation to Salvation Army's Heating Assistance Program. • Monetary donations to the Luce County and Chippewa County Animal Shelters. • Sympathy cards are presented to staff who have lost a loved one. • Warden presents Warden's Coins an OGF Coins to staff who have gone above and beyond their normal duties. • Staff held a bake sale to raise funds for Veteran's Appreciation activities. • Free luncheon provided to staff to honor our Veteran's at KCF. The lobby was decorated and submarine sandwiches, chips, and cookies were provided to staff. Gift cards were raffled off to 3 of those Veterans. • Administration has reached out to the Employee Wellness Program on behalf of staff experiencing hardship. • A non-custody of the year employee was selected by a Warden appointed committee. This person is given an award and has a designated parking space next to the custody officer of the year parking space. • Shifts hold cook-ups to boost morale or to raise funds for other staff members in need. • Non-custody staff were provided free dress down days during COVID outbreak to show them appreciation for their efforts.
<p>LCF – Lakeland Correctional Facility</p>	<ul style="list-style-type: none"> • Employee of the Month – The Communications Workgroup continues to meet on a monthly basis and select an employee of the month. The employee selected receives a certificate, a Subway gift card, and a parking spot. • Years of Service Pins – The Warden personally presents staff with Years of Service pins. • Coins (Warden and OGG) - The Warden recognizes staff who go above and beyond their normal duties by giving them a Warden's coin or OGG coin. • Newsletter – We send out a weekly newsletter to all staff with information in regard to the department. • MCO weekly meeting with the local MCO President is held to ensure that there is an open line of communication. • Operations Meetings – We continue to hold weekly Operations meetings with all Supervisors, Managers, and Administrators at LCF. All staff at LCF are invited to attend the weekly Operations meeting. • Birthday Cards – We send birthday cards to all staff. The card is signed by the Warden, Warden's Secretary, Administrative Assistant, Deputy Warden, and their immediate supervisor. • Employee Recognition Form – The expectation is that each supervisor/manager recognizes two staff members (at least) on a monthly basis and then fills out the forms and sends to Warden, DW, ADW, and Facility Manager so that when they are on rounds, they are able to be specific with staff when recognizing their good work. • Fundraisers are held for the community and for staff in need. Donations from Casual Fridays are given back to the community by donating the money to local organizations and the Angel Tree Program.
<p>LMF – Alger Correctional Facility</p>	<ul style="list-style-type: none"> • 3/17/2020 - Alger Correctional Facility Created a Food Service Contingency Plan of Action and COVID-19 Plan of action and

	<ul style="list-style-type: none"> • 3/23/2020 - Promoting Employee Survey - dress down day(s) for all Non-Custody Staff next Monday, March 23rd thru March 27th, 2020. Popcorn for all shifts. Monday March 2nd – Popcorn. Tuesday March 3rd – Nacho’s & Cheese – for all staff to enjoy. Wednesday March 4th – Donuts for all shifts. Thursday March 5th – Nacho’s/Popcorn -for all staff. • DATE: 11/09/2020 thru 11/13/2020 – Veterans Appreciation Week – Men and Women All week events were: **Monday Nov. 9th – Popcorn – for all staff to enjoy, Tuesday Nov. 10th – Nacho’s and Cheese set up in front Lobby; Thursday Nov. 12th – Hot Dogs, chips, beverage for staff. The Employee Club bought a new Hot dog cooker for staff. Friday Nov. 13th – Donuts for all staff. We had DRESS DOWN WEEK –Non-Custody Staff- Beginning on Monday, 11/9; 11/10; 11/12 & 11/13 -A donation will be collected and will be presented to the U.P. Honor Flight on behalf of Alger Staff which the Employee’s Club matched the donations. Also, a 50/50 raffle was held with half going to the winner and the other half to a LMF Military/Veteran at Alger. Flyers and emails were sent out to all staff. We had a Monitor honoring our Military staff from Alger. • DATE: August 2020 - Delta Animal Shelter of Escanaba had six (6) dogs as part of a puppy mill case. Alger accepted them into our Dog Program. They have been in a program for weeks getting needed love and care. They are being rehabilitated and socialized and along with basic behavior training. These precious dogs will all have the best life possible as well as getting plenty of love and attention while being here. Since this is an ongoing case, these dogs are not available for adoption. • Green Oaks – Employees – Volunteering • RN Sage and CO Carter both Volunteered to assist at Green Oaks Correctional Facility. Their dedication to the Michigan Department of Corrections to assist during the Coronavirus Pandemic is commendable and recognized. They sacrificed their personal life to assist others in need. They are true asset(s) to the Michigan Department of Corrections and Alger Correctional Facility. • DATE: 12/29/2020 - Physical Plant Supervisor Chriss Wardowski is a volunteer member of “Rescue 21” of Alger County. <i>On December 12th, 2020</i>, Chriss was dispatched to investigate an accident off the Rapid River Truck Trail. Chriss along with Alger County “Rescue 21” members, drove to the scene where a female had fallen from a tree stand and broke her back. Chriss helped to extricate the patient from the trail to meet EMS and was ultimately transported to the hospital. We are proud to have Chriss as a member of Alger family and the citizens of Alger County. Chriss’s dedicated service and experience helped to save a life.
<p>LRF – Earnest C. Brooks Correctional Facility</p>	<ul style="list-style-type: none"> • Distributed gift cards to Veteran’s to show appreciation for their service. • Distributed Holiday gift cards to members (Employee Club) • Provided bottled water to staff during hot summer days. • Displayed Hero’s At Work signs on facility grounds to show appreciation to staff. • Lined service drive with American Flags to represent our country and our veterans who serviced our country. • Raffles are done for various holidays with proceeds going to SECC. Big hit with staff.
<p>MBP – Marquette Branch Prison</p>	<ul style="list-style-type: none"> • MBP has coordinated various holiday drawings giving away wall art, Adirondack chairs, coffee, premium parking, preferred assignment cards, and countless gift certificates. • Approved facility dress down days, provided various snacks, meals, and created an overtime meal pantry.

	<ul style="list-style-type: none"> • Our facility has gathered donations both of material items and financial for the local, Marquette County Medical Care Facility, D.J. Jacobetti Home for Veterans, UP Honor Flight, Warming Center, St. Vincent De Paul, UPAWS, and provided financial support for staff who have experienced hardship through our MCO Crisis Fund. • Donations were gathered for Carson City Correctional Facility Corrections Officer Ben Gulick and his family to help offset costs incurred due to their daughter’s illness. • Donations were gathered for Michigan’s Harvest Gathering supplying food to those Michigan families in need. • We have provided recognition to our Veterans honoring them with flags lining the facility entry way and a banner displayed above our main gate. • Numerous coin and award recipients have been announced, Professional Excellence, and Corrections Officer of the Year nominations have been submitted. • An MBP Heroes PowerPoint was shared on social media and displayed on our Front House monitor, Heroes Work Here signs were displayed on facility grounds, countless emails have been sent by facility Administration extending sheer appreciation for everything facility staff do, and Administration provided Christmas cards to all employees. • Appreciation week was acknowledged and celebrated for Nurses, Teachers, and Corrections Officers to an extent possible during the COVID-19 pandemic. <p>Many events previously done were altered or not able be done during the pandemic and our facility looks forward to doing much more in 2021.</p>
<p>MCF – Muskegon Correctional Facility</p>	<p>April 2020 – snacks for all employees May 2020 – Employee appreciation week - Fresh Fruit: oranges, apples, pears, grapes, bananas and mix of breakfast/granola bars. June 2020 – brats and burgers July 2020 – Bottled water for summer. July 2020 – Ice cream social August 2020 – snacks and water October 2020 – cook-out – hot dogs, brats, burgers, chips and water December 2020 – variety of cookies and cocoa Monthly - \$25 Gas Card Drawing 2 winners per month.</p>
<p>MRF – Macomb Correctional Facility</p>	<ul style="list-style-type: none"> • MRF has coordinated various holiday drawings (12 Days of Christmas) • MRF conducts monthly drawings for gift cards (4 staff members) • Weekly dress down days (Fridays), generate funds for local donations and employee snacks and meals • There is a Peer-to-Peer Board in the lobby where staff can recognize the efforts of their peers • Donations were gathered for Michigan’s Harvest Gathering supplying food to the New Haven Food Pantry • We recognize our Veterans annually with a gift and meal • Staff receive snack bags from the employee club on Valentine’s Day, Halloween and Christmas • Numerous coin and award recipients are announced throughout the year • We celebrate appreciation week for staff

<p>MTU – Richard A. Handlon Correctional Facility</p>	<ul style="list-style-type: none"> • MRF donates to, and participates in “Shop With a Hero” organized by the Lenox Township Fire Department • Dec.19/Jan20 – Rocking Chair Auction (constructed by Building Trades) • Feb.20 - Valentine Day Flowers/Cards for Employee purchase • Mar.20 - 50/50 Raffle • Mar.20 - March Madness NCAA themed Basket give-a-way 3/27/20 • Apr.20 - Purchased & assembled employee gift/snack bags for all staff • Apr.20 - Firestick Drawing for BWEC members • May.20 – 50/50 Raffle w/proceeds to Zion Food Pantry • May.20 – BWEC bought materials & had picnic tables made for Staff (they were placed out front) • Jun/Jul20 – Summer Drawing: Giveaways were a Weber Grill a Yeti Cooler & (1) “MI” themed Corn hole Game Boards & bags • Aug.20 - 50/50 Raffle for the Special Olympics Virtual Torch Run • Aug.20 – Each Wednesday the BWEC gave away snacks for staff in the lobby • Sept.20 – Ushering in Fall Drawings: Giveaways each week were (2) Yeti Day Trip Lunch Bag w/ice pack, a Dyna-Glo offset vertical smoker & American Flag Corn Hole Game Boards & bags • Oct.20 – Team MTU T-shirts designed & purchased (ongoing) – It is going to take a team to make it through these times at work & what better way to show our solidarity than a Team MTU shirt: NO ONE FIGHTS ALONE (flag w/Corrections, etc. on back) • Nov.20 – Veterans Week – Personalized Team MTU T-shirt for Veterans, Cookies, Food Truck, Parking Spots & Red/white & blue popsicles • Oct.20 – Ciders, donuts & apples for Octoberfest • Dec.20 – 25 Days of Christmas Drawings – (1) \$25 dollar gift card per day from 12/1 to 12/25 & also numerous gifts that were purchased & names drawn daily as well • We also had two LETR Virtual Torch Run teams last summer that raised over \$2400 for Special Olympics
<p>NCF – Newberry Correctional Facility</p>	<p>Through many tragedies, COVID and quarantines, the Newberry Correctional Facility (NCF) staff came together last year to support our coworkers, friends, families and those in need.</p> <p>Funds were earned throughout the year by participating in:</p> <ul style="list-style-type: none"> • Paid Dress-Down days • Raffles for artwork, gift certificates for local restaurants, artwork, TVs and even a 9mm Glock • The sale of hand-made masks • Polar Plunge Sponsoring • The Luce County DHHS Holiday Spirit Program <p>Together, NCF staff donated over \$9,300 to benefit:</p> <ul style="list-style-type: none"> • Two NCF Staff members with cancer

	<ul style="list-style-type: none"> • The family of a NCF coworker whose son passed away unexpectedly • The Special Olympics Polar Plunge Event in Munising • The families of Kay Williams, Randy Rumler, Kelly Shaffer and Jason Dameron • Corie Quinn and Sohaila Gulick • MDOC Staff affected by the mid-Michigan flooding • UP Honor Flight • The EVE Foundation • 20 Children were sponsored for Christmas and multiple families received gift certificates to local grocery stores
RGC – Charles E. Egeler Reception & Guidance Center	<ul style="list-style-type: none"> • Most activities were suspended due to COVID but we did have food trucks come in throughout the summer and early fall months for staff. This happened at least twice each month. We also had gift card give sways for staff.
RMI – Michigan Reformatory	<ul style="list-style-type: none"> • “Adopt A Family”, purchased Christmas gifts for two less fortunate families to spread the Holiday Cheer. • “Friday, June 26th another food truck came to Michigan Reformatory. The food truck was <i>Michelle’s Catering.</i>” <i>(RMI made food trucks available to staff on several occasions to provide them with different meal opportunities. Food choices are often limited, this year in particular. Having Food Trucks providing different items periodically was a benefit to our staff.)</i> • “Design a shirt for Michigan Reformatory” <i>(Staff were given the opportunity to submit their designs to personalize their RMI experience.)</i> • “Pet Photo Contest” <i>(Staff submitted and voted on pictures of their pets. It was fun for bragging rights.)</i> • “October is Breast Cancer Awareness Month. As such, the Employee Club at RMI challenged all of our non-uniform staff to <u>TURN UP THE PINK on Friday, October 16th</u> . We all know of someone who has been touched by this terrible disease. To show our support for the continued fight against Breast Cancer, staff donated just \$1.00 to wear Pink on October 16th.” <i>(Proceeds were donated to Breast Cancer Awareness.)</i>
SLF – St. Louis Correctional Facility	<ul style="list-style-type: none"> • The annual snow tubing event was held on Saturday, January 18th at Snow Snake Ski Resort in Harrison, MI • Monthly Employee Club Fuel Card drawings were held • Popcorn available every day • Food Trucks were scheduled regularly • Veterans Appreciation Week • Due to the COVID-19 pandemic, in lieu of a Christmas party this year, all staff were entered into cash prize drawings.
SMT – Parnall	<ul style="list-style-type: none"> • Polar Plunge Team Sponsor – January • Valentine Cookies for Employees

<p>Correctional Facility</p>	<ul style="list-style-type: none"> • Charitable Donations – multiple donations were made throughout the year to organizations such as Big Brothers/Big Sisters, etc. • Photos were drawn for staff by children (Hero Photos) so staff completed a thank you card and sent it back to the children • Employee Cookout – July • Bottled water was provided to all staff during the extreme heat conditions. • College Scholarships awarded to employees’ children who met the requirements • Parnall Press – In August some of our staff began to create a monthly newsletter highlighting positive things happening at the facility and highlighting staff. • Coins purchased for ARU Staff that assisted facility during COVID crisis. • Employees donated money to Brass Rail Restaurant to assist with them providing over 500 meals to the community. • Employee Box Lunch – September • Multiple fundraisers for staff in need due to extended illness, house fire, death, etc. • Retirees were honored with clocks. • Multiple food vendor trucks throughout the year. • Donuts and Cider for Employees • Veteran’s Week – meals provided as well as custom t-shirts for all veterans. • Holiday Box Lunch and Gift Card Raffle • Flowers to employees for illnesses, surgeries, death, etc. • Warden’s Coins given to staff for recognition. • Staff shout outs and photos to recognize staff efforts. • Employee of the Month Recognition • Service Pins issued and recognition given. <p>NOTE: These activities include those that were organized and paid for by SMT Employees Club.</p>
<p>SRF – Saginaw Correctional Facility</p>	<p>Please see below activities from Saginaw Correctional Facility with the help of the employee club:</p> <ul style="list-style-type: none"> • November 2020 (Veterans Week): donuts, cider, and sub sandwiches • May 2020 (Employee Appreciation Week): Granola bars, fruit, water, chips, pizza, pop, and sub sandwiches • February 2020: Staff chili cookoff
<p>STF – Central Michigan Correctional Facility</p>	<ul style="list-style-type: none"> • Due to the pandemic the only activities we did last year was recognition during veteran’s week which included cake day, gift bags, popcorn day and ice cream day. The planned cookout was cancelled due to social distancing concerns.
<p>TCF – Thumb</p>	<p>TCF Employee Engagement Committee, in collaboration with the TCF Employee Club sponsored the following activities for staff;</p> <ul style="list-style-type: none"> • February 2020 - Luncheon Social for all shifts / all staffs.

<p>Correctional Facility</p>	<ul style="list-style-type: none"> • March – 2020 - Employee Survey incentive where a 50 / 50 raffle was held as well as several hundred dollars in gift cards were given for completion of the employee survey. • August 2020 – Ice Cream Food Truck social for all shifts / all staffs. • September 2020 – BBQ Truck social for all shifts / all staffs. • October – 2020 – Mexican Food Truck Social for all shifts / all staffs. • November – 2020 – Luncheon social for all shifts / all staffs. <p>TCF also engages in a Job Shadowing program where staff can shadow staff person to get a wholistic view of what occurs in different areas of the facility.</p>
<p>URF – Chippewa Correctional Facility</p>	<ul style="list-style-type: none"> • Dress down days were help through out the year to raise funds for our local schools, animal shelter, domestic abuse shelter, and several employees that were out of work for serious medical conditions. • Chippewa has a Christmas Fund that Debbie Hopper, DW Secretary spearheads every year. This past year we were able to donate \$600.00 each to eight local organizations. Also our Maintenance Crew donated to the EUP Food Bank and to Feeding America West Food Bank. • Cops and Basketball raised \$300 for Special Olympics. The Winter “Phatt Classic” weight loss challenge was held again this year to raise money for Wounded Warriors. Employees can sign up individually or as a team to get back into wellness! These activity are organized yearly by District 5 ERT Commander and 2-10 Cpt. John Burke. • T-shirt sales, and Polar Plunge donations for Special Olympics. • Veteran’s Day subs, chips, drink, and dessert were provided to all employees on all shifts. • May 2020 the National Guard was at the facility to pair with employees to accomplish the first round of COVID mass testing for prisoners. Lunch was provided for the Guard in appreciation for their help. • October 2020 doughnuts, cookies, juice and coffee were provided to the staff to show our appreciation. • The weight room for URF and KCF was moved to URF and remodeled for employees. • COVID restrictions in the workplace and in our communities has limited our ability to engage in a lot of activities.
<p>WCC – Woodland Center Correctional Facility</p>	<ul style="list-style-type: none"> • The WCC Employee Club hosted a cookout for staff in August of 2020. • Veterans Appreciation Week: <ul style="list-style-type: none"> ○ Monday – Treat bags ○ Tuesday – Donuts and cider ○ Wednesday – A special gift for veterans ○ Thursday – Fresh fruit & MN cookout ○ Friday – AM and PM shift cookout • We also held a Holiday Meal and a Holiday Raffle for staff in December 2020. • The Woodland Communique newsletter was brought back in time for the last quarter of 2020.
<p>WHV – Women’s Huron Valley</p>	<p>In an effort to encourage and enhance employee engagement, WHV has sponsored the following events:</p>

<p>Correctional Facility</p>	<ul style="list-style-type: none"> • On 8/5/2020 World Renown Chalk Artist David Zinn was at WHV to create an encouragement chalk art mural as a thank you to our hardworking staff. During the creation of this mural, staff were encourage to create chalk art of their own on the sidewalk leading up to the East Administration Building of the facility. • In April 2020 to present WHV opened up our East Side parking lot to local food trucks. We typically have food trucks on grounds weekly, sometimes multiple trucks during the same week offering a wide variety of food. Staff from both WHV and the Forensic Center enjoy food from the food trucks. • Every month and employee is selected as the Employee of the Month. Nominations are submitted to a committee deriving from a diverse group of facility staff. The Employee of the Month is provided with lunch compliments of the Warden. • As a thank you for their service, all Veterans at WHV were presented a cup with the logo of the Military Branch in which they served. • Mass testing of the prison population occurs every Friday. Staff involved in the mass testing project are provided with pizza as a thank you for their hard work. • Warden attends Pre-Shift regularly to encourage/motivate and thank staff for their efforts. • Multiple staff have been recipients of Warden's Coins as a thank you for going above and beyond their duties. • In December 2020, WHV held a toy drive. Staff were encouraged to donate toys to be given to local families in need. • Staff are chosen for select diverse work groups by the Warden to improvement facility and Department operations. • I have created a virtual roll call where Administrators and other entities such as the Wellness Team can deliver messages to staff during roll call utilizing Teams.
<p>BHCS Employee Engagement</p>	<p>MRF: They do a WOW drawing for gift cards most months during our staff meeting. They have brought in food for staff on multiple occasions. There is a candy box that the HUM supplies candy for to all staff-it helps them come in to her office and communicate. When decisions are implemented in the clinic, they do polls to ask for all staff's opinions. They make nursing assignments based on the polls unless there are any issues with getting things done. They bought all HC staff a Keurig machine for Christmas.</p> <p>ARF: They have had multiple fundraisers, food brought in for staff quite a few times, and gave the HC staff Christmas Gift Bags. Also, for the staff completing Mass Testing every week the HUM provide doughnuts, coffee and bottles of water.</p> <p>JCS: JCS trains new staff for JCS and SMT. The new employees are provided the Nursing Orientation Binder. They also include other things that are helpful such as the PD attachment for allowable items with a gate manifest, phone numbers for JCS and the facility they will be going to, dress code requirements etc. The HIM spends a few hours with each new staff showing them the in's and outs of COMS. It is often easy to forget that staff are new and may be apprehensive to ask about a lunch break when things are so crazy, so they make sure they get a lunch. They make sure they get a tour, know where the bathroom, coffee, microwave and coat rack are! They encourage new staff to ask questions.</p>

	<p>Typically we have a potluck and white elephant gift exchange for Christmas, but were unable to do that this year secondary to COVID. They purchased blankets for all of the staff instead. They also purchased gifts for Nurses week (lunch containers that had a nurse saying on it). And early in the Pandemic they purchased a glass for staff that had “JCS Essential Healthcare Staff” etched on it.</p> <p>This year, the HUM and RN13 personally purchased coins from Amazon. They have a variety of coins- team work, leadership, innovation etc. Each month during our staff meeting, they present one or two employees with a coin. They pay close attention to staff and note ways they have gone above and beyond. The HUM give a little “speech” and tells the group why they employee was chosen. The idea has really taken off. Now, employees will email and “nominate” their peers. We have even had a few tears shed by staff, which tells us they sincerely appreciate being recognized.</p> <p>The HUM and RN13 thank their staff on a regular basis. Words of encouragement and appreciation go a long way. Criticism is constructive They are very proud of the JCS/SAI team.</p> <p>SLF: Leadership, Teamwork and Warden's coins presented to many HC staff by the Warden on 2-25-2020 for their hard work during the transition to COMS. 6 staff members recognized for their years of service – all total 110 years! DRF: Shift reports and MS Teams meetings when possible; sharing/transparency of information when possible. Christmas card exchange with staff. Maintaining an open door policy. Asking staff input on methods to improve care/quality. Invitations to case management.</p>
<p>FOA - Outstate</p>	<p>Regions 1-4a</p> <p>2020 presented an incredible challenge for employee engagement as we began working remotely in March 2020 negating in person meetings, workgroups, luncheons etc. The below outlines the efforts to keep staff engaged during these stressful times.</p> <p><u>Staff input:</u> Deputy Director Marlan and our chain of command actively sought input from all staff to overcome challenges to working remotely. Our chain moved to authorize/implement changes swiftly to aid our staff in the field and working from home. This was greatly appreciated by staff. We continue to ask for staff suggestions throughout, and we actively pass along ideas and questions, so our staff know they are heard.</p> <p><u>Training:</u> In addition to mandatory training, staff have identified virtual training options that they would like to participate in, and the approval of these training sessions is welcomed. Staff advise how much they enjoy these opportunities. Some examples of these training sessions are: Tall Cop says Stop (substance abuse training), SHIFT = Supporting Heroes in Mental Health Foundational Training, Enhanced Social Media Training, etc.</p>

We have had the Wellness Unit attend virtual meetings, so our staff know of every service available to them during stressful times.

Work Groups: Staff are members of Offender Success Steering Teams, Community Corrections Advisory Boards, Statewide Sex Offender Committee, Efficiency Team, Special Conditions Review, and we continue to seek volunteers for Effective Process Improvement and Communication Teams. These groups are actively meeting virtually, and membership is an asset for our regions.

We have staff that are considered Subject Matter Experts (SMEs) who are assisting with the creation and rollout of Corrections Offender Management System.

We have an agent that is a member of the Honor Guard as well.

Everyday interactions: The use of Microsoft Teams has been very well received by staff. We are able to see our coworkers during staff meetings, which is considerably better than telephone meetings. The loss of the “social” aspect of being in the office has been one of the most common challenges that we have heard.

We give our staff the opportunity to properly “vent” and problem solve actively.

We tell our staff regularly that are doing great work and are available to them whenever needed.

We still try to have fun with cutest pet contests and holiday trivia as well.

Region 4b

Allegan County: Staff were presented with service pins, Good Government Coins and most staff received recognition by being featured in the Daily Updates to include their picture and highlight their hard work. The office celebrated their teamwork by blessing others during the holidays by purchasing gifts for a local shelter for victims of abuse. Agents were also recognized during *Parole, Probation and Pretrial Service Week*.

Barry County: Staff were presented with service pins, Good Government Coins and office birthdays and celebrations occurred prior to the pandemic limiting social gatherings. Agents were recognized during *Parole, Probation and Pretrial Service Week*.

Ionia County: The office prides themselves on helping others and their teamwork is often celebrated through generosity and fundraising. The office facilitated several fundraisers even during the pandemic, including assisting a local trooper and a MDOC employee who was ill. Office birthdays and new/transfer employee celebrations also occurred with breakfasts and potlucks prior to the pandemic limiting social gatherings. Agents were also recognized during *Parole, Probation and Pretrial Service Week*.

Kent Parole: Staff were presented with service pins and birthday recognitions occurred throughout the year. Agents were also recognized during *Parole, Probation and Pretrial Service Week*. Several staff who volunteered to assist Correctional Facilities Administration were also recognized and thanked for their efforts.

Kent Probation: Staff were presented with service pins and birthday recognitions occurred throughout the year. Agents were also recognized during *Parole, Probation and Pretrial Service Week*. Several staff who volunteered to assist Correctional Facilities Administration were also recognized and thanked for their efforts.

Montcalm County: Staff were presented with service pins throughout the year and two staff were celebrated with baby showers for their new arrivals. A socially distanced outdoor pizza party celebrating staff also occurred at a local park during the summer. Agents were also recognized *during Parole, Probation and Pretrial Service Week*. Several staff who volunteered to assist Correctional Facilities Administration were also recognized and thanked for their efforts. One agent was featured in the Daily Update email for his work with offenders. The office celebrated their teamwork during the holidays by purchasing gifts for a giving tree to support local families.

Muskegon Parole: Staff were presented with service pins and birthday recognitions occurred throughout the year. Agents were also recognized during *Parole, Probation and Pretrial Service Week*. The office celebrated their teamwork during the holidays by purchasing gifts for Toys for Tots. Several staff who volunteered to assist Correctional Facilities Administration were also recognized and thanked for their efforts.

Muskegon Probation: Staff were presented with service pins and birthday recognitions occurred throughout the year. Agents were also recognized during *Parole, Probation and Pretrial Service Week*. The office also celebrates their success through helping others by partnering with the Feeding America Food Truck in Muskegon. Several staff who volunteered to assist Correctional Facilities Administration were also recognized and thanked for their efforts.

Ottawa/Grand Haven: Staff were presented with service pins and birthday recognitions occurred throughout the year. Agents were also recognized during *Parole, Probation and Pretrial Service Week*. Two agents who retired were recognized virtually for their work and years of service.

Ottawa/Holland: Staff were presented with service pins, Good Government Coins and recognized on their birthdays. Agents were also recognized during *Parole, Probation and Pretrial Service Week*.

Ottawa/Hudsonville: Staff were presented with service pins and birthday recognitions occurred throughout the year. Agents were also recognized during *Parole, Probation and Pretrial Service Week*.

Regions 5 & 7

Bay County: In the summer of 2020, staff met outside the home of former Agent/Supervisor Anthony “Tony” Grzesiak who was ill with cancer. While social distancing, they all cheered for him. Unfortunately, he lost his battle a few weeks later.

Ingham Parole: The office held a *Christmas Guessing Contest*. The winner correctly guessed the favorite Christmas movie of the supervisor and clerical staff – winning a gift card.

Ingham Probation: In the spring of 2020, staff went to the hospital to cheer the COVID-related hospital discharge of Absconder Recovery Unit Agent, Tom Johnson.

Region 6

Genesee Parole: Following is a list of some of the opportunities staff participated in:

- Heather Bazzi – Acknowledges for earning a 4.0 GPA and will graduate with her Criminal Justice Degree in 2021.
- Randy Conrad – Attended Employment Opportunities Work Group Meetings. He was presented with a Michigan Department of Corrections coin for Professional Excellence.
- Scott Fink – Attended a Motivational Interviewing Coaching Group.
- William Hasenohrl – Attended the Genesee County Detectives' Association Meeting.
- Steven Hester – Participated in a Genesee County Job Fair Meeting at Catholic Charities.
- Lenny Mervenne – Field Operations Administration Meetings, Catholic Charities Resource Meetings, speaker at a Re-Connections Class, attended a Region 6 Advisory Council Meeting and a Steering Team Meeting. He attended a Motivational Interviewing Coaching Group. Participated in Genesee County Job Fair Meetings at Catholic Charities.
- Timothy Fishtorn – Catholic Charities Resource Meetings, Region 6 Advisory Council Meeting and a Steering Team Meeting. He attended a Motivational Interviewing Coaching Group and participates in the Flint Core Security Area Crime Stats & Mapping Meeting. Participated in Genesee County Job Fair Meetings at Catholic Charities.
- Gene McKinstry -- Works with local, state and federal law enforcement regarding current and past parolees and probationers. Flint Area Narcotics Group (FANG) on Mondays, Alcohol, Tobacco, Firearms (ATF) on Tuesdays and Thursdays, Flint Police Department (PD) on Wednesdays and Fridays. Attends weekly intel meetings with Flint City Police Department and attends monthly Top 10 offender meetings at the Assistant United States Attorney's office at the federal courthouse.
- Stephanie Musser – Chaired a committee on the development of a Mentoring Model to fulfill Objective 7.1 of the Department's Strategic Plan.
- Stuart Schisler – Attended the Vocational Village Conference at Lansing Community College.
- Apryl Springer -- Coordinates a Toys for Tots toy drive in November and December with the Genesee Parole and Probation offices to help provide toys for children in need during the holiday season. She does an outstanding job with this!
- Tasha West -- Attended a Catholic Charities Resource Meeting and participated in a Genesee County Job Fair Meeting at Catholic Charities.
- Prior to COVID, select staff were involved in planning for the anticipated Workload/Time Study.

Genesee Probation: Following is a list of some of the opportunities staff participated in:

- Dan Bard -- Volunteered for temporary reassignment to Correctional Facilities Administration, Carson City Correctional Facility, to assist with facility custody operations due to decreased staffing levels as a result of Covid-19.
- Dawn Bard -- Volunteered for temporary reassignment to Correctional Facilities Administration, Kinross Correctional Facility, due to decreased staffing levels as a result of Covid-19.
- Katrina Coleman -- Maintains Offender Clothes Closet at the office. Provides appropriate clothing for offenders for job opportunities, interviews etc. Attends the Genesee County Prevention Coalition Meetings – a community partnership to prevent substance use and mental health disorders impacting youth and adults in Genesee County.
- Vera Dillard -- Maintains Offender Clothes Closet at the office. Provides appropriate clothing for offenders for job opportunities, interviews etc.
- Mark Drake -- Motivational Interview Coach. Prior to the office shut down, he facilitated a monthly coaching group. Recently completed and published a book which is available for purchase on Amazon. Drug Court.
- Anthony Ford – Veterans Court and Mental Health Court.
- Martha Greer – Effective Process Improvement and Communications Liaison, Supervisor Conference Committee Member. Participates in Genesee County Community Corrections Advisory Board Meetings. Council member for Salvation Army Adult Rehabilitation Council.
- Dave Haney -- Was part of an Effective Process Improvement and Communications Team which involved rewriting the electronic monitoring policies and procedures.
- Chris Horne -- Law Enforcement Liaison Agent; attends the Genesee County Community Corrections Advisory Board Meetings. Drug Court.
- Wendi Jackson -- Volunteered for temporary reassignment to Correctional Facilities Administration, Carson City Correctional Facility, to assist with facility custody operations due to decreased staffing levels as a result of Covid-19.
- Rackuel Mays and Nicky Sumpter – Parole Board Visit.
- Brad Simmonds – Participates in Genesee County Community Corrections Advisory Board Meetings.
- Jennifer Woycehoski -- Prior to the office shut down, was a statewide Motivational Interview Trainer and ran 3 monthly coaching groups. Participates in Genesee County Community Corrections Advisory Board Meetings.
- Anthony Yambrick -- Participates in the Corrections Offender Management System implementation project as SME. Participates in Genesee County Community Corrections Advisory Board (CCAB). Volunteered for temporary reassignment to Correctional Facilities Administration, Kinross Correctional Facility, due to decreased staffing levels as a result of Covid-19.
- Shelley Yambrick -- Volunteered for temporary reassignment to Correctional Facilities Administration, Carson City Correctional Facility, to assist with facility custody operations due to decreased staffing levels as a result of Covid-19.
- Select agents throughout the Region use the Carey Guides with their caseloads.

- Vocational Village Agents attended the Vocational Village Conference at Lansing Community College on 03/09/2020.
- Prior to COVID, select staff were involved in planning for the anticipated Workload/Time Study.

Huron County: Following is a list of some of the opportunities staff participated in:

- Todd Kloska – Chiefs of Police Meetings; Drug Court.

Lapeer County: Following is a list of some of the opportunities staff participated in:

- Tom Arand – Worked as a firearms instructor.
- Tom Arand, Brigette Avolio, Chris Clark, Meegan Shephard and Tracey Warner – Attended a presentation aimed at providing offenders who are veterans with additional services.
- Mike Slater – Attended the Thumb Correctional Facility Liaison Meeting.
- Tracy Warner – Worked with the Corrections Offender Management System (COMS) Project testing the new offender management database.

St. Clair Parole: Following is a list of some of the opportunities staff participated in:

- Kelly Miller – Parole Violation Specialist Backup.
- Nicole York – Assisted with 2nd round interviews.
- Ken Kincaid – Agent in Charge; assisted with 2nd round interviews.

St. Clair Probation: Following is a list of some of the opportunities staff participated in:

- Joe Agosta – Trainer, Backup Sex Offender Agent, Electronic Monitoring (EMS) Agent.
- Todd Armstrong – Acting Region Manager – 6/22 through 8/17, 2020.
- James Brown – Interstate Compact (ICOTS) Agent, SCRAM Agent.
- Scott Green – Sex Offender Agent
- Amanda Stupecki – Gender Specific Agent
- William Switzer – Backup ICOTS Agent. Active with Restorative Justice Initiative on a former EPIC Committee and continued at Macomb Correctional Facility.
- Krista Young – Gender Specific Agent
- Various service pins presented at virtual staff meetings.
- Staff recognition during *Parole, Probation and Pretrial Service Week*.

Shiawassee County: Following is a list of some of the opportunities staff participated in:

- Michael Clapp – Attends weekly Shiawassee Drug Court Meetings.
- Jerry Dennis -- Attended a Steering Team Meeting in Flint on behalf of Supervisor VanLake on 02/21/2020. He was recognized on his birthday.

- Dave Hovis – Attends weekly Mental Health Meetings. He was recognized for 15 years of service. Recognized for volunteering to work at Kinross Correctional Facility due to the staff shortage because of COVID-19. Prior to COVID, he was actively involved in the Department's internship program.
- Jessica Kunik -- Recognized for volunteering to work at Kinross Correctional Facility due to the staff shortage because of COVID-19. Prior to COVID, he was actively involved in the Department's internship program.
- Dawn Lucas – She was recognized on Administrative Assistant Day and also for 25 years of service.
- Heidi Rolfe – She was recognized on her birthday.
- Cynthia VanLake -- Attended the Community Corrections Advisory Board Annual Managers Meeting held at the Lansing Community College West campus on 02/06/2020.
- All staff were recognized for their exceptional teamwork while staff assisted at Kinross Correctional Facility.

Tuscaloosa County: Following is a list of some of the opportunities staff participated in:

- John Adams, Karen Eberlin, Nicole Finch, Todd Kloska (Huron County), Kim Reinert, Charles Walker and Jerry Zajac – Sex Offender Case Management Team Meeting with a counselor from Berghuis Psychological.
- Jerry Andrews – Sobriety Court.
- Nicole Finch – Mental Health Court.

Region 8

In Region 8, we engage our staff by keeping them involved with decision making groups from within the department and the community, as well as by celebrating individual and group accomplishments. We believe that by keeping our staff informed and part of the process, that they will in turn be more invested in the success of Region 8 and the department mission.

Departmental and Community Engagement:

Examples of the types of departmental and community engagement groups with which our staff participate are:

- MDOC Steering Team, Transition Team, Offender Success and Case Management Teams.
- Specialty courts, including drug, mental health, adult treatment, veterans, family, and sobriety courts.
- Alternative to incarceration programs such as the Swift and Sure Sanctions and Risk Based Responses and Incentives programs.
- Other contracted programming such as the Kalamazoo Probation Enhancement Program (KPEP) and Offender Success - Michigan Works-Kinexus
- Other community-based programs such as crime reduction boards, the Community Corrections Advisory Board (CCAB), and group violence intervention programs.
- Collaboration with the local counties and courts through participation in organized groups involving judges, law enforcement, county officials, jails, and prosecutors, as well as the work done by our Embedded Agents.

- Multiple staff within Region 8 have participated in MDOC EPIC teams, as well as held vital roles in the development of COMS.

Staff Recognition and Celebration:

We take pride in celebrating the accomplishment of our staff on a frequent basis which we believe instills a sense of teamwork, comradery, and pride among our staff which in turn supports the mission of the department. We celebrate success and achievements with Region 8 staff at every possible opportunity including life events, holidays, exemplary work performance and professional accomplishments in a variety of ways. We also employ use of the Region 8 Portal website as a method to highlight celebration and recognition of staff, as well as a resource to be used for technology, information, and communications topics.

Below are just some engagement activity examples Region staff have utilized during 2020:

- When St. Joseph County Agent Kris Whitesell retired, she and was recognized for 35 years of service with MDOC. A retirement party was thrown for her on her last day of work.
- Van Buren County Supervisor Laraine Van Lopik retired at the end of March 2020. As she could not be celebrated in-person, a congratulatory car parade and gift drop off were arranged.
- Berrien County used monthly virtual staff meetings as an opportunity to celebrate holidays as well as engage their staff. These celebrations included a variety of trivia contests and meeting themes (ugly sweater/college sports/funny hats).
- The Kalamazoo Employee Engagement Club awards an employee of the month to recognize exemplary staff for their contributions to the office.
- OA Kim Luther presented Kalamazoo Parole Agent Annegret Remmert with a Leadership Coin for showing a can-do attitude and for her active and ongoing participation in Motivational Interviewing Training.
- Kalamazoo Secretary Ragina Cannon, WPAs Terri VanDyke and Amy Shaffer, St. Joseph County Secretary Ronda Schabes, and Calhoun County Probation WPA's Audrey Mascarenaz and Jamie Whitehead were recognized for their group efforts in keeping the administrative support staff functioning at the Calhoun Probation Office during an unexpected staff shortage.
- OA Luther recognized Berrien Agent Nicole Simmons with a Leadership Coin for her quick action and evasive driving skills with operating the van carrying numerous staff members to Saginaw for a tour of the Tri-Cap program. Due to another driver's poor decision making, Agent Simmons had to employ evasive maneuvers that likely saved her coworkers from certain injury or worse.
- Berrien Agent Matt Clayton was recognized for all the technical support he has provided to Agents working from home using VPN's.
- Berrien Agent Amanda Coney received a Good Government coin for Leadership in recognition of excellent work done performing an investigation of a sensitive and challenging nature.
- Staff are regularly recognized when receiving their service pins from the department.

- Van Buren County Staff hosted an All-American BBQ Luncheon in honor of Agent Michael Henry who is being deployed to Afghanistan with his Army Reserve unit.
- Van Buren staff recognized Agent Paul Boughton on Veterans Day with a Steakhouse Gift Card thanking him for his service in the United States Army. Van Buren Staff also put together a gift box and sent it to Agent Mike Henry who is currently serving in Afghanistan in the United States Army Reserves.
- Kalamazoo Supervisors Nina Garza, Lisa Johansen, Lara Neuman and Emily Whitehead created yard signs for each of their clerical staff in recognition of Administrative Professional's Day on 04/22/2020. They traveled in a convoy to each of their homes to celebrate by placing yard signs and then giving them a small gift and gift card. Take a look at the video by clicking the following link: <https://youtu.be/n03sMlksK9A%20>
- Van Buren Supervisor Kelley Gorham, Secretary Sue Burkhard and WPA Jody Fitzpatrick delivered Agent Appreciation gift baskets and a custom-made cupcake to all agents to celebrate Agent Appreciation Week. In the baskets were components for each day that we would under normal circumstances celebrate on the individual days. Agents received, travel bottles filled with candy and a "Lucky to Have You" lottery ticket, a gift card for lunch on us, snacks, an all-purpose tool, and other goodies.
- Berrien Probation staff pulled together to deliver gifts for Boss's Day for Berrien County Probation Supervisors Amber Glendening and Marvin Bruin, dropping off at their homes while observing social distancing protocol.

R8 Portal:

The Region 8 Portal is a SharePoint Team Room website used within the region to promote employee recognition and engagement, and as an information resource for staff. The site contains several pages used specifically for recognizing staff accomplishments and other important activities. Fifteen staff members representing all the Region 8 counties work together to create and maintain the contents of the site.

Described below are the different pages of the site along with summaries of a sample of stories published in 2020, complete with pictures of the events:

Employee Engagement Page (Used to promote various employee engagement activities):

- **Special Guests at R8 Portal Virtual Chat** – MDOC Spokesman Chris Gautz, and Communications Representatives Holly Kramer and Joelle Craddy joined the R8 Portal Squad to convey their experiences with employee engagement vehicles such as the Field Days Podcast, the Corrections Connection Newsletter, and the Daily Update Email.
- **A Season of Giving in White Pigeon** – St. Joseph County Agent Gina Leister celebrated in her hometown riding in a decorated horse-drawn cart giving away gift cards from local restaurants to people they encountered.

Catch of the Week Page (Used to highlight staff "caught" doing great things):

- **Please Welcome Van Buren County's New Agent Eka Kristianti** – Agent Kristianti transferred from Region 4b to Van Buren Parole/Probation.
- **Teamwork** - Agents Mark Bartkowski, Gabe Cedillo, Rob Faulk and FSA Amanda Fricke all teamed up with Kalamazoo Sheriff's Department on a home call which netted weapons, ammunition and drug paraphernalia.

Life in Pictures Page (Used to display photos of staff from around Region 8):

- **Region 8 Holiday Photos** – Holiday photos submitted from Region 8 staff enjoying the holidays were on display.

Positively Speaking Page (Used to post emails sent to staffs' supervisors or local partners relaying positive information about their virtues):

- In one example, is an excerpt from a Kalamazoo Circuit Court Judge to supervisor Lara Neuman praising the great work done by Agent David Saunders in a particular case.
- In another example, Region Manager Jessica Whaley congratulates the agents of Region 8 for improvements made in the COMPAS Quality Assurance report. *"Region 8 had the highest accuracy rate for all Outstate Territory during the month of October, so we are kicking off the new quarter on a high note. This is due to the hard work of all our staff on a not so popular topic. I want to thank everyone for their efforts. Yay for us!!!"*

Stepping Up Page (Used to recognize staff for stepping up to things above and beyond what is required:

- **Stepping Up in a Big Way** – Berrien Agent Charles Motton is recognized for his efforts volunteering for CFA duties.

Internal Engagement Within Region 8:

We also have internal groups within Region 8, which serve an engagement purpose for our staff:

- The Region 8 Operational Efficiency Committee (OEC).
 - Prior to the pandemic, the OEC was in the process of re-organizing the committee to focus on both *operational efficiencies* as well as *employee engagement* topics. The committee had determined to rename itself the Region 8 Operations and Engagement Committee, but that had not been finalized prior to the work at home period.
 - This committee also votes on a Staff Contribution to Office Success award every six months. Nominations are submitted by any Region 8 staff and are voted on by the committee to determine the winner of the award, who is recognized by Region Manager Whaley at the R8 staff meeting in front of the entire management team. Winners of the award are also recognized throughout the entire region in the R8 Portal website. Berrien Agent Christopher Claire was the latest recipient of the award.
- The Region 8 Portal website.
- Field office employee engagement committees.

	<ul style="list-style-type: none"> Weekly virtual meetings on Teams for the Region 8 management staff, the R8 Portal Squad, and the Outstate Territory administrative staff. Region 8 field offices also hold frequent virtual meetings to keep everyone informed of departmental happenings. <p><u>Conclusion:</u> We believe that a combination of all these various types of employee engagement add up to a more informed, confident, productive team among our staff. Having our staff involved in the many processes and recognizing those contributions are the surest way to develop staff cohesiveness.</p>
<p>FOA – Metropolitan Territory</p>	<p><u>Tremonti:</u></p> <ul style="list-style-type: none"> Agent McGill and PM Washington participated in the Wayne County Jail Mental Health Initiative (WCJMHI) sequential mapping working group. The WCJMHI consists of judges, crisis service providers, and law enforcement focusing on diverting people with mental health and substance use concerns from the criminal justice system across Wayne county. Court Service Supervisors collaborated on the Justice Center Relocation project. Staff (agents and clerical) reviewed PDs, OPs, Work Statements, office processes, to identify changes that would need to occur with a physical transition and solicit any innovative ideas to implement with the transition that would make our unit more efficient and identify cost saving measures. Supervisor Matthew Dudus continued to participate with the Domestic Fatality Review Team. A team of individuals from community service providers, prosecutor’s office, MDOC, Detroit Police Department and DHHS met 10 of 12 months a year to review instances of domestic violence where a fatality occurred in Wayne County. The team works under a strict confidentiality agreement amongst all members to scrutinize every possibly aspect of the lives of the victim and perpetrator to determine if any systematic changes could be recommended to possibly help prevent future instances of domestic violence. A yearly report is generated. Program Manager held weekly Touch Point Meetings with Supervisors to promote timely information sharing, address questions, and to see how staff were adjusting to working remotely. Plaques were issued to staff members for relationships maintained with local law enforcement, in efforts made during Sex Offender Halloween Compliance checks for 5 consecutive years. Supervisor Stinson held a drive-by gift exchange for staff during agent appreciation week. Supervisors gave gifts during the holiday season and wrote personalized staff acknowledgments. A virtual holiday celebration was hosted for the Tremonti’s supervisor there was an acknowledgement of their continued efforts throughout the year. Staff participated in wearing local sports tams or ugly sweaters they participated in a scavenger hunt and trivia. <p><u>Central Area</u></p> <ul style="list-style-type: none"> Lahser Probation, Southwest Probation and Lincoln Park Parole staff and offenders have continued to participate in a survey conducted by Dr. Merry Morash, Michigan State University. The intent of the project is to assess the relationship between agents and offenders that increase compliance with supervision conditions and reduce criminal justice cost.

- In November, staff participated in the annual MIATSA conference which was held virtually by the Association for Treatment of Sexual Abusers.
- Each quarter staff were acknowledged for maintaining high employment rates and received Good Government coins to mark their success. Staff continued to report out news via Twitter and share highlights with the Public Information Office for newsletters.
- Lahser District Probation supervisors held a PPO appreciation drive thru luncheon in July where they passed out lunches and goody bags to staff. In December, staff received gift bags from their supervisor which contained cookies and a stainless steel travel mug.
- Southwest District Supervisor Latisha Wilkins held monthly virtual 'TEAM UP on TEAMS' meetings with her staff to encourage, support and engage her staff members. During the virtual meetings, team members played various online games such as Jeopardy and won prizes. In December Southwest Probation staff participated in an appreciation pick-up from the office where staff received journals as a token of appreciation from their supervisor.
- Greenfield Probation Supervisor Trisha Dansbury staff led a gift bag exchange which included holiday sunglasses, candy and sanitizing wipes. Staff also coordinated a drive by brunch in December. In addition during the month of December, Supervisor Dansbury held a virtual get together via Teams where staff shared their new year resolutions and held a show and tell on special items in their homes. In February, the Greenfield Probation Office staff launched the stress free room with massage chairs and aromatherapy for staff.
- Lincoln Park Parole Supervisor Kaunda Gray distributed gifts for appreciation and held a virtual "Say Good-bye (to 2020) and Say Hi (to 2021)" with reflections on 2020 and words of encouragement for the new year in December. Staff also played online games. Supervisor Barbara Newland treated her staff to ice cream during the month of July for lunch from a local ice cream shop to show appreciation and encouragement. She also distributed gifts to her staff during a holiday drive by in December. In October, Lincoln Park Parole staff coordinated a 'Fall Kick off' drive by donut and coffee pick up.
- In December, Central Area Supervisors and RM Secretary participated in a virtual Family Feud challenge where each office competed for gift cards and bragging rights. I held virtual town halls with Central Area offices during the month of April.

Northeast Area

- On 7/23/2020, Macomb Probation Supervisors sponsored a drive by donut pick up for staff in honor of Pretrial, Probation and Parole Supervision Week
- 7/20/2020 thru 7/24/2020, Supervisors Lisa Badalamenti and Gary Salwin provided goodie bags and ice cream to Macomb Parole staff in honor of Pretrial, Probation and Parole Supervision Week
- In October 2020, Supervisor Grammatico and her staff held an outdoor baby shower luncheon for Agent Mickaela McKellar.
- On 10/27/2020, Macomb Probation staff dropped off bottles and cans to raise \$380 which was donated to be donated Gleaners food bank.

- On 10/28/2020, the Macomb Probation Suggestion and Implementation Group (SIG) conducted an office wide pumpkin carving contest as a pre-Halloween engagement activity.
- In November 2020, Supervisor Grammatico and her staff held an outdoor farewell meeting for Former Macomb Probation Agent Olivia Temrowski, as she resigned to accept a position with the FBI.
- On 11/13/2020, Supervisor Michael Stachowiak, held a live MS Teams retirement ceremony for Former Macomb Probation Agent Louise Roman. Staff were asked to provide comments which were read to Agent Roman, via the view only live feed. Agent Roman was presented retirement certificates, a gold badge, cake and a gift card (from staff donations). OA Kristin Gagnon and RM Damon Hawkins attended
- In December 2020, the Macomb Probation and Parole offices participated in Adopt A Family. A family with 4 small children were referred to by a local community assistance organization. Staff raised approximately \$600 and bought the children gifts and donated the balance of money in the form of a Meijer gift card. Gloria Looman led this event and was helped by Sue Watts. On 12/22/2020 the gifts were secretly dropped off to the family “from Santa”.
- On 12/17/2020 thru 12/21/2020, Supervisors Lisa Badalamenti and Gary Salwin provided Christmas gift bags to Macomb Parole staff.

West Area

- In February Lawton began an office weight lose challenge that was not completed due to COVID-19.
- In September RM Secretary Akua Porter was presented by a Customer Service Coin from Deputy Director Marlan for her assistance with responding to Parole Board calls from the public.
- In November Lawton Supervisory Staff along with OA Gagnon and RM Rogers presented Secretary Karen Moore wither 40-year pin.
- In December Lawton and Eastern Staff coordinated a “Coats for Kids” drive in collaboration with Detroit Police 9th Precinct.
- Supv. Delonda Little provided masks for her team with their name and picture on it. She also provided personalized cooler cups to the Lawton supervisory team as a thank you for reaching out and assisting her when she was off work due to losing several family members.

Region 9

- During October, Monroe County Parole Agent Debra Bean spearheaded gathering items for 12 “gift bags” for Breast Cancer patients at the Promedica Cancer Center here in Monroe. All staff contributed and the bags were delivered to the nurses who handed them out to the patients. These gift bags included a fleece blanket, the majority of which were tied by Secretary Hollie Feaganes’ mother.
- In May of 2020, a Monroe City Police officer was shot and severely injured, and this was on the heels of a previous shooting where another officer has been injured. In support of the police department, who help the Monroe County office out repeatedly, all staff contributed to two large snack baskets that were given to Monroe PD. There were very large boxes of snacks and appreciated by all the officers.

- Monroe County Parole Agent Shayna Terry received a Good Government Coin symbolizing Team Work for her work and assistance provided in locating an absconder who was a suspect in an homicide.
- Monroe County Probation Agent Jessica Hurta received a coin from the FBI. Agent Hurta assisted FBI agents in Michigan and Florida in investigating and eventually arresting one of her probationers on a charge of Attempted Production of Child Pornography.
- Monroe Supervisor Judy Laberde has organized a blood drive challenge for staff in Region 9. Anyone who donated blood will be entered into a drawing to win prizes.
- Jackson Parole Supervisor Aaron Dungy and Jackson Probation Supervisors Lisa Hendricks and Rita Walling hosted a drive thru party at the Jackson Parole parking lot for agents during Parole/Probation Officer/Pretrial Services Week. Agents could pick up a gift from the supervisors and lunch. It worked out really well given COVID prevented them from getting together to celebrate staff.
- In January, the Jackson Parole Office in conjunction with Office of Offender Success and Administrative Agency Catholic Social Services of Washtenaw County hosted a Landlord Summit in Jackson to provide community awareness to the housing needs of our parolees. We had several landlords, investment property companies and several area non-profit organizations along with MDOC staff attended.

Northwest Area

- Pontiac Probation Agent Ahmed Bazzi was selected as the 2020 Candice Dunn Probation/Parole Agent of the Year. He was also invited by Director Heidi Washington to visit the governor's mansion and meet Governor Whitmer.
- Both Pontiac and Troy Probation took part in a pilot program utilizing the Impaired Driver's Assessment (IDA)-a risk based assessment tool specifically developed for individuals convicted of Operating While Impaired offenses. The purpose of the IDA is to determine if this population risk level was properly being assessed and increasing the likelihood they would be eligible for sentencing to Oakland County Treatment Court. Oakland County has one of the highest OWI convictions in the state. The pilot has determined that the IDA is able to identify the needs of this population specifically and assesses them at the appropriate risk level.
- Several staff in Oakland County (Agents Pat Knowles, Dan Nash, Danielle Guido, Yvettia Smith, Heather Zimmerman, Lakeisha Bass) were given Good Government Customer Service Coins as a result of the positive impact they had on the lives of some of the people they supervise.
- During Parole/Probation/Pre-Trial Services Week several supervisors in Oakland County found creative ways to celebrate their staff, from delivering goodie bags containing treats and other items, from meeting at a park for a continental breakfast outside while socially distanced.
- Throughout 2020, Region Manager Brock Dietrich provided the supervisors and secretary in the Northwest Area gift cards for their favorite restaurants acknowledging their MDOC years of service anniversary.
- Staff in Oakland County who are veterans of the armed services were acknowledged for their service in celebration of Veteran's Day. Troy Probation Agents Emil Khalil, Will Gonwicha, Brandon Bellant, Pontiac Probation Agents Jeremy Bannatyne, Gwendisha Steward and Pontiac Parole Supervisor Anitra Harris each

	received a sign stating "I'm a Veteran. My oath never expires." and a poker chip signifying and thanking them for their service.
FOA/OPPS	<ul style="list-style-type: none">• Staff have adapted to engaging with staff while being detailed from home. Staff have created TEAMS chat groups so that interactions between each other and supervisors can occur. Individual TEAMS calls are made at all levels with staff to keep a connection with employees to ensure everyone feels involved and information can be exchanged about issues and the challenges and benefits working remote.• We involve staff on what is the best ways to create new processes and this has been beneficial. We have been able to streamline some processes that will more than likely continue once we are no longer detailed from home.• I have had meeting to have staff set up how we will continue to engage with staff and how we will train new employees. While being detailed from home, we also need to work on how to mentor our current staff to better prepare them to advance to the next level.• I have been attending staff meeting via TEAMS where staff is able to ask questions and discuss situations directly with me. I have received many comments that having me attending the meetings is valuable and appreciated.