



ANNUAL REPORT

JULY 1, 2019 – JUNE 30, 2020

FY20

FOX LAKE CORRECTIONAL INSTITUTION

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MESSAGE FROM THE WARDEN

Welcome to the Fox Lake Correctional Institution Annual Report for Fiscal Year 2020 covering July 1, 2019, through June 30, 2020. I arrived at Fox Lake on May 24, 2020 and wish to extend my sincerest appreciation to all staff for the warm welcome. I wish to acknowledge and thank Warden Randall Hepp for the leadership he has provided, and the culture of excellence and family he has fostered as warden at the Fox Lake Correctional Institution for the past six years.

To plagiarize from Warden Hepp, there is an old adage that in life “the only constant is change”; fiscal year 2020 is a fitting example of this. Several long-term employees entered into the world of retirement; a new venture for them that is most well deserved. Their contributions will long be remembered; their toil forever appreciated.

August saw the appointment of Brad Mlodzik to the position of Deputy Warden. Brad’s unassuming manner and his commitment to the well-being of staff will most certainly be hallmarks of his tenure as Deputy Warden. In September, Fox Lake welcomed April Schultz to the position of Security Director, bringing over 24 years of experience to the position. April’s experience and leadership will serve her well in her new role. There were many more new additions welcomed into various positions throughout our facility. Undoubtedly they all bring diversity of experience and talent that will maintain Fox Lake at the highest levels of our Department.

“The only constant is change.” March 2020 - The impact of a worldwide pandemic reached into the Department of Corrections and Fox Lake, quite possibly altering the landscape of our business forever. Very quickly, we all learned a new vocabulary. Words such as tele-commute, Zoom, quarantine/isolation, mass testing, entrance screening, and video visitation all took on new meanings. Daily operations were, and still are, modified. Staff at Fox Lake stepped up to this unprecedented challenge. Though their resolve was tested each day, they came together, adapted, and took care of the business at hand. They have demonstrated why they are deemed “essential” employees; serving the public good each and every day; when others are told to stay home, they show up. Staff at Fox Lake have certainly earned the right to be called: HERO.

Although I’ve only served as Warden at Fox Lake for a limited time in fiscal year 2020, I have deep adoration for this Institution and the hard working, committed folks that make Fox Lake function so well. I am proud to be part of the Fox Lake family and look forward to what the future has in store for us. Stay safe, be kind, and take care of each other.

Michael Meisner, Warden

FACILITY MISSION AND GOALS

Fox Lake Correctional Institution (FLCI) is operated as a medium-security facility for adult male offenders. The basic mission and objectives of the institution are:

- ◆ To protect society and rehabilitate the offender.
- ◆ To provide medium custody and care for a select group of adult male offenders incarcerated by law from society for a period of time.

- ◆ To create and maintain an atmosphere or climate which restores the dignity of the individual and to provide optimum opportunity for positive behavioral changes.
- ◆ To introduce, develop and maintain correctional programs that will be treatment oriented to the highest possible degree.

FAST FACTS

WARDENS: John R. Gagnon, Warden – 1962 to 1985
 Darrell A. Kolb, Warden – 1985 to January 4, 1991
 Raymond Fromolz, Acting Warden – January 4, 1991 to August 1, 1991
 Gerald A. Berge, Warden – August 1, 1991 to December 31, 1997
 Kenneth J. Sondalle, Warden – January 1, 1998 to January 24, 2000
 Thomas G. Borgen, Warden – January 24, 2000 to January 2005
 Jodine Deppisch, Warden – January 2005 to December 2009
 Larry L. Jenkins, Warden – December 2009 to March 2011
 Marc W. Clements, Warden – April 2011 to February 2014
 Randall R. Hepp, Warden – February 2014 to May 2020
 Michael F. Meisner, Warden – May 2020 to present

DATE OPENED: The construction of Fox Lake Correctional Institution began in July 1960 and the institution was officially opened on September 12, 1962.

SECURITY LEVEL: Fox Lake Correctional Institution is a medium-security adult correctional facility. It was the first medium security institution in the United States with a no-pass system and freedom of movement.

LOCATION: Fox Lake Correctional Institution is located in Dodge County, about eight miles north of the City of Fox Lake and ten miles west of the City of Waupun.

TOTAL SITE ACREAGE: 1200 acres
 Acreage Inside Fence: 82 acres
 Towers: 6 each – 30 feet high

PHILOSOPHY: FLCI embraces a responsible living concept approach in managing the inmate population. This approach places emphasis on personal responsibility.

OPERATING CAPACITY (as of June 26, 2020): 979

CURRENT POPULATION (as of June 26, 2020): 1275

STAFFING REPORT

Uniformed Staff	
Correctional Officers	161
Correctional Sergeants	92
Security Supervisors	14
	267
Non Uniformed Staff	
Business Office	9
Chaplains	2
Corrections Program Supervisor	1
Education Department	30

Food Service	9
Health Services Unit	10
Institution Complaint Examiner	1
Maintenance	14
Psychological Services	6
Records	5
Recreation	3
Security Administration	2
Social Services	11
Warden/Deputy Warden & Secretaries-Confidential	4
	<u>107</u>

Total uniform and non-uniformed staff 374

INMATE TO STAFF RATIO:

Inmate Population on June 26, 2020: 1275
 1275 divided by 374 total staff = 3.41 (inmate to staff ratio)

OPERATING BUDGET

FISCAL YEAR (Year ending June 30, 2020)

Permanent Salary	\$18,712,103
LTE Salary	181,353
Fringe Benefits	8,950,858
Supplies & Services	996,822
Capital	828,327
Food	1,499,160
Variable Non-Food	829,156
Fuel & Utilities	949,074
Maintenance	<u>440,767</u>
Total	\$33,387,620

INMATE COSTS

Annual Cost	\$25,486.74
Monthly Cost	\$2123.90
Daily Cost	\$69.83
(Based on 1,310 ADP)	

INMATE WAGES

Inmate wages range from \$.05 per hour for unassigned inmates to \$.42 per hour for top institution assignments. Bureau of Correctional Enterprises (BCE) workers can earn up to \$1.00 per hour.

Inmate wages paid by FLCI	\$360,711
Inmate wages paid by BCE	<u>56,284</u>
Total	\$426,040

INMATE PAID OBLIGATIONS

- Child Support \$63,026
- Court Ordered Obligations/Restitution \$227,869
- Victim Witness/DNA Surcharges \$102,572
- Institution Restitution \$4,849
- Medical Co-Pay \$13,823

ACCOMPLISHMENTS AT FLCI IN FY20

- Through the coordinated efforts of food service and the school's horticulture supervisor, over 43,000 lbs. of various produce was harvested from the 1-3/4 acre garden. All produce was utilized at the institution which added quite a variety of fresh vegetables to the daily menu.
- A voluntary group for long-term incarcerated inmates was started with the help and support of Chaplain Mejchar and Program Supervisor Sara Koerner.
- A version of SOT-1 was piloted at FLCI earlier this year and another version of the program is planned for later this year.
- Dr. Dowling and Dr. Keller both passed the national exam for the professional practice of psychology (EPPP) completing the long and arduous trek of becoming a psychologist.
- The small but mighty PSU team has maintained its health and a positive and supportive attitude throughout the pandemic. The fact that they keep showing up contributes greatly to making Fox Lake an awesome place to work.
- The Education Department successfully converted the Cabinet Making program to a Construction Essentials program.
- The Workplace Enhancement (WE) committee had a challenging year with scheduling events around or cancelling events due to the pandemic. However, the committee did accomplish the following:
 - The WE Committee had several fundraisers to benefit former and current staff;
 - A school supplies drive took place in August of 2019 and the donated supplies were distributed between the Randolph and Markesan school districts;
 - On November 11, 2019, FLCI veterans were celebrated with a display in the lobby area and recognized with a card and small gift;
 - A cookie sale was held at the institution for the holiday season with staff volunteering to make delicious treats and packaging them for sale. The committee also celebrated the 12 days of Christmas with giveaways to staff.
 - Employee Appreciation Week was not the usual week due to pandemic restrictions, but the committee still held some of the traditional events planned for staff such as the ice cream giveaway, doughnut giveaway and years of service awards. The annual cookout is being planned for later in 2020 if possible.

BUREAU OF CORRECTIONAL ENTERPRISES

Bureau of Correctional Enterprises (BCE) operates a wood and laminate furniture manufacturing facility designed to assist in the re-integration of inmates by providing hands-on experience in a work environment closely resembling that of private industry. Inmates learn cabinetmaking/millwork manufacturing and assembly as well as drafting and blue print reading. Several inmates have completed the apprenticeship program through the Department of Workforce Development, earning them a journeymen's certificate in cabinetmaking/millwork.

The shop employs inmates who work as clerks, general laborers, machine assistants, machine operators, CNC programmers, CNC operators and finish sprayers. BCE has equipment such as an edge bander, panel saws, table saws, laminate press, and CNC machines.

BCE installs fabric and electrical accessories to accommodate office cubicles.

Raw materials used include rough sawn hardwoods, laminate, particle board and fabric to produce furniture. Articles produced include all types of free-standing furniture such as desks, credenzas, book

shelving, tables, laminated parts for office system installations and hardwood frame and seating components for the upholstery operation, as well as custom orders including reception stations and dorm room furniture. Products manufactured are sold to state agencies and other qualified customers. The wood shop has sold approximately \$2 to \$2.5 million worth of products during this fiscal year.

Average number of inmates employed: 35-40

COMMUNITY RELATIONS BOARD

The Community Relations Board (CRB) held its first meeting at the institution on April 7, 1992. The purpose of the CRB is to support the mission of the Department of Corrections, the Division of Adult Institutions and Fox Lake Correctional Institution. The Board functions as a mechanism for the enhancement of public education and acts as an advocate for issues that are relevant to the operations of adult correctional institutions in Wisconsin. The CRB is a vehicle used for establishing local community support for institution operations and to promote positive communication between the institution and local communities.

The CRB meets in May and October. The members are brought up to date on current institution events and happenings as well as Division and Department-wide issues and concerns.

COORDINATORS

Americans with Disabilities Act (ADA)

Coordinator for inmates: Joy Tassler (920) 928-6914

Coordinator for employees: Tara Lauer (920) 928-6915

Correctional Offender Management Profiling for Alternative Sanctions (COMPAS)

Coordinators: Cathy Scheier (920) 928-6953

Christine Sharp (920) 928-6940

Limited English Proficiency (LEP): Chris Eplett (920) 928-6922

Dave Prochnow (backup) (920) 928-6957

Prison Rape Elimination Act (PREA)

Compliance Manager: April Schultz (920) 928-6913

PREA Victim Services Coordinators:

Christine Sharp (920) 928-6940

Wendy Smolen (920) 928-6999

EDUCATION

In collaboration with Moraine Park Technical College, Fox Lake Correctional Institution hosts the largest and one of the most diverse educational departments in the Wisconsin Department of Corrections. Serving over 400 inmates annually, the education staff at FLCI provides a variety of programs such as High School Equivalency, Adult Basic Education, College Correspondence, Reentry and Career & Technical Education. The Education Department and FLCI staff is dedicated to providing effective programming and opportunities to support the Department of Corrections reentry efforts.

ADULT BASIC EDUCATION (ABE)

Adult basic education and literacy programs are an integral part of the FLCI Education Department. The purpose of the Adult Basic Education Program is to assist students in obtaining the knowledge and skills necessary for work, further education, family self-sufficiency and community involvement. A range of instructional services are available to students with academic skills below the high school completion

level or in need of increased English language skills in order to succeed in their communities. Adult basic education develops skills in reading, writing, math, speaking/listening in English, and GED®. FLCI had 29 GED/HSED graduates in FY20.

CAREER & TECHNICAL EDUCATION (CTE)

Career & Technical Education programs provide students with specific trade instruction, technical skills and soft skill competencies critical to finding and maintaining employment. These skills are transferable into community employment or technical college programming through the Wisconsin Technical College System. FLCI ensures classroom enrollment is maximized and waiting lists are kept to a minimum so each student can achieve educational goals as efficiently and economically as possible. FLCI had 82 CTE graduates in FY20.

Career & Technical Education Programs at FLCI:

Automotive Maintenance Tech	Horticulture
Masonry/Bricklaying	Machine Tool Operation (CNC)
Construction Essentials	Motorcycle, Marine & Outdoor Power Product Tech
Computer Drafting – Mechanical	Production Welding
Custodial Services	Culinary Assistant

REENTRY & PRE-RELEASE

Reentry is a Wisconsin Department of Corrections initiative focused on preparing offenders for success in the community. It means that offenders start focusing on their opportunities for success in the community from the first day they come in contact with the corrections system. FLCI provides a variety of opportunities for inmates to prepare for release back into their communities such as: workshops, classes, self-study and self-paced curriculum.

INMATE ACTIVITIES GROUPS

ALCOHOLICS ANONYMOUS (AA)

Through the utilization of 12-step programs and group support, this group enables the inmate to understand his addiction to alcohol and/or drugs and resulting consequences. There are two groups that meet on Wednesdays every week with approximately 30 members in each group. Due to the pandemic, there were some changes to the program. The program was able to keep running with smaller groups meeting on Sunday nights, one to two times per month.

DIVERSITY ENHANCEMENT PROGRAM (DEP)

The purpose of the program is to foster tolerance and a mutual understanding of our differences by connecting through education, music and the arts. It also enlightens participants on the rich cultural diversity that exists among the inmate community. Through various fundraisers the DEP raises money for local charities. During this fiscal year, \$17,000.00 was donated to the following organizations:

Feeding America	Adult and Teen Challenge of WI
AHSA Project-Milwaukee	Special Olympics
Prison Ministry Project	Markesan & Randolph School Districts
Family Connections Just Dane	Second Harvest
Waupun Food Pantry	King Veteran's Home
Feed My People	Culver's Scholarship Fund
Ronald McDonald Charities of Madison	Mentoring Positives
Rawhide Boys Ranch	Lilada's Living Room

In addition to the above donations, those involved in the program will also make various products to donate including: polar fleece blankets, crocheted blankets, mittens and hats, bags for the homeless and stuffed animals. These donated items were given to the following organizations: Porch Light, Madison Urban Ministries, Road Home, Golden Living Nursing Home, Kindred Heart Nursing Home, Markesan Nursing Home, Salvation Army, United Way Dane County, New Beginnings Homeless Shelter, Beacon Homeless Shelter, Headstart and Grace Episcopal Homeless Shelter. As part of the program, the organizations receiving donations send representatives to FLCI to present their mission and community activities to the DEP group. When the groups are unable to present in person, a DVD is provided describing their mission for the DEP group to review.

Average Monthly Membership – 50 men

VETERANS GROUP

The Veterans Group is a membership organization that provides incarcerated military service veterans with legal assistance, support services, social activities and memorial functions on days of special importance to veterans and the military. The group also provides a Color Guard for special events held at FLCI. Due to the current pandemic, the Incarcerated Veteran’s Meeting has not been held since February 2020.

Average Monthly Membership – 10 men

INMATE COMPLAINT REVIEW SYSTEM

The complaint procedure affords inmates in adult institutions a process by which grievances may be raised, investigated and decided in a timely manner. The Institution Complaint Examiner makes an impartial investigation of the complaint and then submits a detailed report and recommendation to the warden who, in turn, reviews the recommendation and renders a decision.

<u>COMPLAINT DISPOSITIONS</u>		
	<u>Total Number</u>	<u>Percentage</u>
Affirmed	117	10.09%
Dismissed	813	70.14%
Rejected	229	19.75%
Total	1159	
Returned Complaint Submissions	620	
Appealed Complaints	255	19.41%
Amount Reimbursed	\$900.33	

CONDUCT REPORTS

	<u>Total</u>	<u>Appeals</u>
Major	797	7
Minor	1190	39

PSYCHOLOGICAL SERVICES

The Psychological Services Unit (PSU) provides a full range of clinical services to a diverse population of adult male inmates in accordance with the Department of Corrections/DAI policies and procedures. These services include the following:

CRISIS INTERVENTION

PSU staff help provide emotional and psychological support to inmates in crisis situations. Crisis counseling and safety assessments are provided the same day as the need is identified for inmates who may be suicidal, having trouble adjusting to the prison setting, experiencing extreme grief, having intense mood swings or panic attacks, or other acute symptoms of mental illness. This also includes assessing inmates placed in clinical observation status and inmates in restraints in accordance with DAI policy.

CLINICAL MONITORING/RHU ROUNDS

The purpose of clinical monitoring is to periodically assess an inmate's adjustment and determine any mental health needs. Monitoring is an assessment tool that helps to increase stability, thereby preventing crises from occurring or re-occurring. PSU staff complete weekly rounds on inmates placed in RHU to monitor adjustment and assess changes that may occur in a more restrictive environment.

INDIVIDUAL THERAPY

As needed, PSU staff provide short-term, problem-focused therapy on a limited basis for those inmates who may need clinical support to achieve and maintain emotional and behavioral stability. In addition, PSU staff screen and refer inmates who are in need of more intensive treatment to the Wisconsin Resource Center, or another specialized treatment unit within DAI or to HSU/Psychiatry for consideration of psychotropic medications.

EVALUATIONS

PSU staff complete evaluations ranging from brief screenings to full-battery comprehensive assessments in response to referrals from other departments including HSU/Psychiatry, Reclassification, Parole Commission, ADA personnel, and Social Services. PSU staff are also responsible for evaluating inmates convicted of sexual offenses for the appropriate level of treatment and communicating the treatment need to the Bureau of Classification and Movement.

MULTI-DISCIPLINARY MEETINGS

Regular participation in multi-disciplinary meetings encourages communication among staff and increases awareness of significant inmate concerns and facilitation of treatment plans for difficult inmates that involve multiple disciplines working toward agreed upon therapeutic goals and outcomes. PSU facilitates a weekly multi-disciplinary meeting attended by HSU staff, security staff, social workers, and other disciplines as needed. Additionally, staff from PSU attend weekly multi-disciplinary meetings to discuss inmates housed in restrictive housing, new inmate arrivals, special needs, as well as a monthly HSU multi-disciplinary meeting for those with medical concerns.

SEX OFFENDER TREATMENT (SOT-2)

Short-term sex-offender treatment is designed to develop the knowledge and skills needed to reduce individual risk factors associated with sexual offending. The duration of the program is consistent with DOC Sex Offender Service Standards of 100 hours over a minimum of six months. Successful

completion of the program requires completion of a re-offense prevention plan and all other required tasks of the program.

TRAINING

The Wisconsin Department of Corrections provides a year-long residency/internship to doctoral level psychology students. Under the leadership of Marlena Larson, Psy.D. and Jonathan Dickey, Ph.D., the DOC Psychology Residency Internship is accredited by the American Psychological Association and provides training opportunities at various DCC and DAI sites, including FLCI.

RECORDS

The Records Office is responsible for processing inmate intakes, transfers and releases within the Department of Corrections. During the 2019-2020 fiscal year, COVID-19 presented a host of new challenges to the Records Office staff. An average of 42 inmates transferred in monthly and 22 inmates transferred out. The Records Office processed an average of 24 inmate releases per month, ensuring proper release into the community. This is a decrease in movement by 63% due to COVID-19. Accurate sentence computations are necessary to ensure inmates serve the court-ordered amount of incarceration time. The Records Office is also responsible for scheduling court trips and monitoring the results of each inmate's hearing. The Records Office processed an average of 24 inmate court trips per month until COVID-19. Since March 31, 2020 there have only been two court trips in three months. Court trips and movement from institution to institution were on hold creating a greater need for courts, agents, and re-entry organizations to rely on video conferencing and telephone appointments. The courts have converted to Zoom hearings and therefore scheduled telephone and video conferencing increased by 95%. Communication with courts, agents, lawyers and families is often necessary to make sure that everyone is properly represented, and that the public, staff and inmates are safe. The Records Office is also responsible for processing visitor forms (approximately 178 per month), maintaining accurate visiting lists and scheduling professional visits and phone calls.

The Records Office maintains the legal, social services, and visiting files for inmates. The Records Office staff consists of an Offender Records Supervisor who also acts as the Institution Litigation Coordinator and Records Custodian; one Corrections Sentencing Associate Senior and one Corrections Sentencing Associate who calculate sentence computations, schedule parole hearings and track, process and ensure proper release; and two Offender Records Associates who process visiting forms, schedule official visitors and phone calls, perform background checks for prospective visitors, close out release files, and maintain the social services and visiting files.

RESTORATIVE JUSTICE EFFORTS

DONATIONS

The institution vocational school shops have contributed numerous items such as flag cases, picnic tables, cribbage boards, wood projects and fire rings to local government agencies, non-profit organizations and families of deceased military members.

RESTORATIVE JUSTICE

The Restorative Justice Program has been offered at FLCI for nearly a decade; most recently facilitated by a chaplain and a recreation leader with assistance from outside volunteers. The outside volunteers who assist in facilitating this program offer their services at several DOC institutions. It is

an 11-week program with 35 inmates participating, with two groups facilitated per year. The program helps bring together the community, offender and victims to heal the harm caused by crime. At the conclusion of the program, a graduation is held in the FLCI visiting room with family members invited to attend.

SOCIAL SERVICES

The Social Services Department provides services in accordance with the Department of Correction's mission and vision, while embracing the DOC's core values. The FLCI Social Services Department includes ten social workers who are certified through the Department of Safety and Professional Services. There is one LTE Treatment Specialist who works directly with two Cognitive Behavioral Programs: Thinking for a Change and Domestic Violence-Cognitive. The Social Services Department strives to meet the needs of the inmate population and enhance social functioning by assessing criminogenic needs and creating comprehensive case plans with each inmate. In addition to performing the routine duties associated with their assigned caseloads, social workers provide individual counseling and facilitate treatment groups in the areas of cognitive thinking, domestic violence, and employment skills.

Along with general population social workers, FLCI has a social worker who is specifically assigned to address the needs of inmates who are in the intake process. The intake social worker coordinates a weekly multi-disciplinary orientation for new inmates arriving at FLCI, where inmates also receive education regarding the Prison Rape Elimination Act (PREA). All social workers coordinate release planning with the inmate's probation and parole agent for those that are releasing to parole or extended supervision. Comprehensive release planning enables inmates to plan for a successful reintegration back into their communities. Release planning includes securing appropriate housing and aftercare services, as well as connecting inmates to helpful community based resources. The FLCI social workers are well versed in community based resources such as BadgerCare, Opening Avenues to Reentry Success (OARS), Disabled Offenders Economic Security (DOES), and community based halfway houses, support groups, etc.

FLCI also has a social worker who works directly with the restricted housing unit (RHU) and the step program unit. While inmates are in disciplinary separation status, the RHU social worker will provide programming in the form of the Carey Group's Brief Intervention Tools (BITS). Inmates are expected to successfully complete their BITS homework to gain a level of understanding and accountability for their behavior(s) that led them into disciplinary separation status. Once an inmate moves to the step unit, the social worker will then provide group counseling in the form of social skills training. This social skills group targets behaviors that will most often lead an inmate into disciplinary separation status. Social skills training includes skills such as listening, knowing your feelings, understanding the feelings of others, using self-control, etc. The social worker facilitates group in the step unit three to four times per week for one hour.

PRIMARY TREATMENT PROGRAMS

- Cognitive Behavioral Program: Thinking for a Change (T4C)
Cognitive behavioral programs are designed to assist offenders with identifying and restructuring thought processes that tend to lead to poor outcomes for themselves or others. Thinking for a Change is a cognitive behavioral program that consists of 26 one and one-half hour sessions, delivered in a closed group twice a week. This program targets criminogenic needs with clients assessed as high or moderate risk on the COMPAS assessment tool. The program focuses on three components:

cognitive self-change, social skills, and problem solving skills. Cognitive self-change teaches individuals a concrete process for self-reflection aimed at uncovering antisocial thoughts, feelings, attitudes and beliefs. Social skills instruction prepares group members to engage in pro-social interactions based on self-understanding and consideration of the impact of their actions on others. Problem solving skills integrates the two previous interventions to provide group members with an explicit step-by-step process for addressing challenging and stressful real life situations. In order to successfully complete the program, participants must actively participate in groups, satisfactorily complete all homework assignments, and demonstrate they have acquired the specific skills taught in the program.

➤ 69 inmates enrolled in T4C and 60 completed

- Domestic Violence-Cognitive (DVC)

The Wisconsin Department of Corrections, Division of Adult Institution, Domestic Violence-Cognitive Program (DVC) is a cognitive behavioral intervention program that consists of 43 one and one-half hour sessions, delivered in a closed group twice a week. Domestic violence-cognitive's foundational curriculum is that of T4C, however, the models and skills are specific to behaviors more commonly associated with domestic violence. In order to successfully complete the program, group members must actively participate in groups, satisfactorily complete all homework assignments, and demonstrate they have acquired and can apply the specific skills taught in the program.

➤ 49 inmates enrolled in DVC and 43 completed

COGNITIVE BEHAVIORAL INTERVENTIONS FOR OFFENDERS SEEKING EMPLOYMENT PROGRAM (CBI-EMP)

FLCI offers a Cognitive Behavioral Intervention-Employment Program (CBI-EMP). The program includes five modules: Getting Ready for Work, Thinking Right about Work, Skills for Work, Challenges at Work, and Being Successful at Work. CBI-EMP is a skill based cognitive behavioral program that incorporates social skills, emotional regulation, problem solving, as well as motivational engagement and success planning skills that can be applied to the workforce. CBI-EMP is an 8 or 16 week course that meets twice a week for one and a half hours.

WINDOWS TO WORK-FOX VALLEY WORKFORCE DEVELOPMENT BOARD

This program is designed to address the criminogenic risk factors that can lead to recidivism, including unemployment/underemployment, low/interrupted education, poor problem solving skills, inadequate housing, and financial difficulties. Both individual and group participation begins six months prior to release. The case manager provides participants with classroom training in the areas of employability, career path planning, personal development, values clarification, financial literacy, Rent Smart, child support, community resources and other related issues. Working in coordination with the DCC agent, the Windows to Work case manager assists participants with job search activities. Participants receive assistance in accessing available community resources to address needs for food, clothing and medical/psychological care. The Windows to Work case manager continues to provide case management for each participant for 12 months after release.

LEGAL ACTION OF WISCONSIN (LAW)-DISABLED OFFENDERS ECONOMIC SECURITY (DOES) PROJECT (AS OF 7/9/2020 NAME CHANGED TO REENTRY LEGAL SERVICES PROGRAM)

Through funding provided by the Reentry Unit through Appropriation 112, also known as the Becky Young Community Corrections Recidivism Reduction fund, the DOC has contracted with Legal Action of Wisconsin to provide application assistance for public benefits programs to high needs inmate populations through the DOES Project. These public benefits programs include SSI and SSDI, Food Share, health insurance and W-2 or other employment training programs. An inmate who is eligible for assistance and agrees to participate in the program will meet with the DOES attorney within six to nine months of his release date. DOES attorneys will then act in the role of authorized representatives and submit applications, interact with the Social Security Administration on the inmate's behalf and will continue to meet with and follow the inmate's case after release from prison.

The FLCI Social Services Department strives to connect eligible inmates to the DOES attorney six to nine months from release in order to provide the inmate with the most successful outcome regarding their public benefits application process. The FLCI release social worker works closely with the DOES attorney and will facilitate the scheduling of inmate contacts.

VICTIM-OFFENDER CONFERENCING WITH THE REMINGTON LAW CENTER-RESTORATIVE JUSTICE

This is facilitated by the Office of Victim Services and the Remington Law Center to mediate victim-offender dialogue regarding the offense that was perpetrated against them. It affords the victim a voice, gives the victim an opportunity to express the harm and impact the crime had on them and supports the victim asking questions that may help with resolving "unknowns" and moving toward the healing process.

STAFF RECOGNITION

The following FLCI staff received recognition for achieving 25 years of state service: Mary Bobiak, Terry Kiser, Enoch Jewel, Mark Martel, Joseph Narance, Sherri Pulda and April Schultz.

STAFF RETIREES

STAFF	SERVICE DATES	POSITION
Roberta Hoffman	June 2016 – June 2019	Teacher
Scott Schulz	January 2002 – July 2019	Sergeant
William Siedschlag	June 1990 – July 2019	Sergeant
Julia Makurat	October 2016 – August 2019	Officer
Daniel Prill	May 1994 – August 2019	Sergeant
Ronald Hahn	March 2004 – August 2019	Officer
James Walker	August 1993 – September 2019	Officer
Jeffrey Wolff	February 1991 – November 2019	Officer
Mark Schomisch	October 1983 – December 2019	Security Director
Patrick Chamberlin	August 2016 – January 2020	Buildings & Grounds Superintendent
Harold Younglove	July 1995 – January 2020	Officer
Bruce Siedschlag	March 1988 – January 2020	Program Supervisor

VOLUNTEERS

Volunteers are used to conduct programming in the visiting room, chapel, and school. Volunteers provide valuable resources that allow the institution to provide programming to those in our care and religious activities to meet the needs of all inmates at FLCI. The recent pandemic has affected the ability of volunteers to be able to physically come into the institution. The volunteers have continued to be part of programming offered at FLCI by sending in DVD's, so many of the programs typically facilitated by volunteers are still able to meet.

Volunteers are utilized in many ways including: Jewish Service; Protestant Worship Service; Catholic Mass; Pagan Service; Native Sweat Lodge; Pipe and Drum; Inside Out Dads; Eastern Meditation Service; Brother Bob's Outreach Study; First Congregational Prison Ministry Project; Lutheran Study; Catholic Bible Study; Salvation Army Toy Lift; Spanish Service; Grief Group; Forgiveness Group; Mindfulness Groups; Spanish Bible Service; Communion Services; Pastoral Visits; Restorative Justice; Alcoholics Anonymous; Diversity Enhancement Program speakers and Veterans Services.

Every year a banquet is held to thank all the volunteers at FLCI for assisting in providing inmates with programming and religious activities and services.

ACRONYMS

ADA – Americans with Disabilities Act
ADP – Average Daily Population
BCE – Bureau of Correctional Enterprises
COMPAS – Correctional Offender Management
Profiling for Alternative Sanctions
DAI – Division of Adult Institutions
DCC – Division of Community Corrections
DOC – Department of Corrections
FLCI – Fox Lake Correctional Institution
FY – Fiscal Year

GED – General Equivalency Diploma
HSED – High School Equivalency Diploma
HSU – Health Services Unit
LTE – Limited Term Employee
PSU – Psychological Services Unit
RHU – Restrictive Housing Unit
SSDI – Social Security Disability Income
SSI – Social Security Income
T4C – Thinking for a Change