



ANNUAL REPORT



**FOX LAKE CORRECTIONAL
INSTITUTION**

FY 24

JULY 1, 2023 – JUNE 30, 2024

TABLE OF CONTENTS

MESSAGE FROM THE WARDEN	2
FACILITY MISSION AND GOALS	2
FAST FACTS	2
BUREAU OF CORRECTIONAL ENTERPRISES	6
COMMUNITY RELATIONS BOARD	7
COORDINATORS	7
EDUCATION	7
INMATE ACTIVITIES GROUPS	8
INMATE COMPLAINT REVIEW SYSTEM	9
PSYCHOLOGICAL SERVICES	9
RECORDS	11
SOCIAL SERVICES	11
STAFF RECOGNITION	14
VOLUNTEERS	15
ACRONYMS	15

MESSAGE FROM THE WARDEN

Welcome to the Fox Lake Correctional Institution Annual Report for Fiscal Year 2024 covering July 1, 2023, through June 30, 2024. I would like to begin by thanking the staff at Fox Lake for dedicating their professional careers to public service, specifically to public safety. We all entered this profession for different reasons, and whatever each of our reasons may be, I believe we all have the common goal to make a positive difference within our world. The staff at Fox Lake achieve that goal each day and it is a pleasure to be part of the Fox Lake family.

Fox Lake is starting the year with two promotions into key leadership positions; congratulations to Deputy Warden Christine Sharp and Security Director Nick Sanchez. I am confident that Christine and Nick will work hard for the staff at Fox Lake as we look forward to making some operational changes during the coming year. This past year, we also saw the addition of the Trinity International University program to the Fox Lake campus; we look forward to supporting the continued growth of this program.

I'd like to acknowledge and thank those staff who have left Fox Lake during this past year. Their contributions, no matter how big or small, will always be a part of the foundation that supports the principles of character and integrity that this institution was founded on.

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.

<u>OPERATING CAPACITY</u>	979
<u>CURRENT POPULATION</u>	1,392

STAFFING REPORT

Uniformed Staff	
Correctional Officers	166
Correctional Sergeants.....	84
Security Supervisors	15
	265
Non-Uniformed Staff	
Business Office.....	8
Chaplains	2
Corrections Program Supervisor (and support).....	3
Education Department	28
Food Service.....	9
Institution Complaint Examiner	1
Maintenance	15
Psychological Services.....	7
Records.....	5
Recreation	3
Security Administration	2
Social Services.....	9
Warden/Deputy Warden & Secretaries-Confidential.....	4
	96
Total uniform and non-uniformed staff	361
Human Resources – under DPM eff. 7/8/18	3
HSU – under BHS eff. 6/30/24	11
Dialysis – under BHS eff. 6/30/24	13

INMATE TO STAFF RATIO:

Inmate Population: 1,392

1,392 divided by 373 total staff = 3.73 (inmate-to-staff ratio)

OPERATING BUDGET**FISCAL YEAR** (Year ending June 30, 2024)

Permanent Salary.....\$28,007,836.00
LTE Salary.....\$378,624.00
Fringe Benefits.....\$12,533,952.00
Supplies & Services.....\$1,118,753.00
Capital.....\$218,380.00
Food.....\$1,898,671.00
Variable Non-Food.....\$758,109.00
Fuel & Utilities.....\$904,682.00
Maintenance.....\$405,967.00
Total.....\$46,224,974.00

INMATE COSTS

Annual Cost\$36,774.04
Monthly Cost\$3,064.50
Daily Cost\$100.48
(Based on 1,257 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.....\$359,214
Inmate wages paid by BCE\$43,742
Total.....\$402,956

INMATE PAID OBLIGATIONS

Child Support.....\$59,936.20
Court Ordered Obligations/Restitution\$187,248.89
Victim Witness/DNA Surcharges\$72,609.70
Institution Restitution\$8,003.82
Medical Co-Pay.....\$9,669.00

ACCOMPLISHMENTS AT FLCI IN FY23 – FY24

- On October 25, 2023, Fox Lake Correctional Institution hosted its Fall graduation for GED and Career and Technical Education graduates. 13 students earned their GED, and 34 students earned their diplomas in the fields of Auto Mechanic Technician, Custodial Services, Culinary Arts, Computer Aided Drafting, Horticulture, Masonry, Machine Tool Technician, Motorcycle Marine and Outdoor Power Products, and Welding. DAI Administrator, Sarah Cooper, spoke on the accomplishments for personal goals and the importance of family and social support.
- Trinity College welcomed to Fox Lake Correctional Institution. During the past year, Trinity College completed its anticipated move to its new home at Fox Lake Correctional Institution. Previously housed at Waupun Correctional Institution,

Trinity College moved its operations to Fox Lake Correctional Institution in order to provide more space and accommodations for students and staff. The first semester at Fox Lake started in January with anticipated growth of enrollment starting in the Fall of 2024.

- Fox Lake Correctional Institution was approved to develop and implement a new Career and Technical Education program in the field of Industrial Wiring. In conjunction with Moraine Park Technical College, FLCI reviewed current employment trends and research for potential job growth areas in the state of Wisconsin. It was determined Industrial Wiring would be an excellent choice to invest and focus on training for future students. Anticipated program start date in fiscal year 2024.
- Maintenance—Roughly 3,000 work orders completed. Phase 2 of lighting upgrade completed. Construction started on HU-7 bathroom, Academic/HU-7 concrete, and Food Service/HSU/Laundry roof replacement. Several other projects out for bid, in design phase, or waiting for construction to start.
- Food Service—1,449,824 meals served. 74,670 pounds of produce was harvested which saved FLCI roughly \$70,000.
- Business Office—ICSolutions video visit rollout. Several pieces of capital equipment were purchased.
- Laundry pilot program has been started.
- Trinity Graduation 2024
- On May 29, 2024, there was a ceremony held to observe Memorial Day. The ceremony was attended by approximately 50 incarcerated Veterans and numerous staff members and included presentations by the Color Guard and Native American Drummers. Our guest speaker was Tony Glugla from the Disabled Veterans' Outreach Program (Department of Workforce Development). Mr. Glugla presentation was about the history of Memorial Day, dating back to 1865.
- **Dialysis Unit**
 - The FLCI Dialysis Unit continues to operate on a Monday-Wednesday-Friday schedule from 5:00 a.m. – 3:30 p.m. as well as providing 24/7 on-call access.
 - The FLCI Dialysis team provided nephrology services for 23 hemodialysis patients this last fiscal year and performed 2,268 hemodialysis treatments with an average monthly census of 15.7 patients. DCI Dialysis performed 895 hemodialysis treatments, with an average monthly census of 6.5 patients. DCI Dialysis maximum capacity – 10 patients. FLCI Dialysis maximum capacity – 16 patients.
 - Dialysis staff also provided direct patient care, education and monitoring for 3 peritoneal dialysis patients at FLCI and 1 patient at OCI. Peritoneal dialysis is facilitated by Dialysis RN staff and performed by PIOC patients themselves on their housing unit each day. DCI, OCI and FLCI dialysis units continue to collaborate on patient care and staffing needs.
 - Dialysis staff provide educational outreach to End Stage Renal Disease patients at other DAI institutions. Dialysis monitors those PIOC patients in need via an EMR list which monitors lab results.
 - The Dialysis team collaborates with UW Transplant to complete evaluations for renal transplants. We did have one dialysis patient receive a kidney transplant

- this fiscal year. Hoping to increase the number and quality of transplant consultations, dialysis staff worked with the UW Transplant management team to define new parameters and processes for sending PIOC's to consultation for kidney transplant.
- The Dialysis team collaborates with Department of Community Corrections, DCI and FLCI Social Services and outside providers, to secure admissions to community dialysis centers and nephrology services, ensuring medical benefits and continuity of their post release medical care. On-site nephrology services were provided by Fox Valley Nephrology Partners.
 - The Dialysis Unit continues to collaborate with Security, Psychological Services, Prime Care, DCI Infirmary, and community medical resources to provide professional, safe, and effective renal care and education for the diverse, Department of Adult Institutions, patient population.
- Dr. Buck Blodgett from the Love>Hate project gave two separate presentations in our Chapel for the PIOC at FLCI. On May 22nd, he presented 'A Message from Jessie' and on May 29th he presented 'Forgiving the Unforgivable'. Following the presentations, the PIOC were given the opportunity to sign-up for a 10-session Forgiveness Class based on Dr. Robert Enright's *'Forgiveness Is A Choice: A Step-by Step Process for Resolving Anger and Restoring Hope'*.
 - FLCI partnered up with the following local businesses to provide fundraisers for the PIOC at FLCI: Marco's Pizza, Beaver Dam Fleet Farm, Brandon Meats and Sausage and Domino's Pizza.

BUREAU OF CORRECTIONAL ENTERPRISES

- The Bureau of Correctional Enterprises (BCE) has a team called Wood Fabrication working inside Fox Lake Correctional Institution (FLCI). This team's work focuses on the production of wood furniture products, but the team's primary product is opportunity. Those are opportunities persons in our care (PIOC) use to better prepare themselves to succeed while in DOC facilities and when they return to their families and communities. PIOC working as part of this BCE team learn from BCE employees and other workers on the team, and through their hands-on experiences in this industry. PIOC learn cabinetmaking/millwork, staining and finishing, assembly, CAD drafting, CNC machine coding and operating, and blueprint reading.
- During the course of the last year, despite shut-downs due to security staffing shortages, Wood Fabrication has produced more than 6,500 pieces of furniture. While production is down from the previous year, Wood Fabrication hopes that with the lifting of COVID-19 restrictions, more people going back into the workplace, and students returning to school, orders and production will increase.
- Wood Fabrication has also extended its furniture line to now include table bases for the Titan electric height adjustable tables and the V-Flip Training tables. BCE also designed and engineered a new furniture line called the Avanoa Z chair for which Wood Fabrication manufactures all the wood components.
- BCE's Wood Fabrication still employs 30 to 35 PIOC, most of whom will release in the very near future and will benefit from BCE's Transition program to earn jobs and succeed in their communities.

- Wood Fabrication employees and workers are learning and preparing to use NetSuite as the team's new enterprise resource planning (ERP) system. This team is also looking forward to using a replacement CNC router, which gives workers opportunities to learn and develop additional skills with modern manufacturing equipment. This new CNC router will advance Wood Fab's capabilities to become more efficient and able to better meet customer needs.

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.

COORDINATORS

Americans with Disabilities Act (ADA)

Coordinator for PIOC: Sara Koerner (920) 928-6962
Corey Dins..... (920) 928-6994

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

Correctional Offender Management Profiling for Alternative Sanctions (COMPAS)

Coordinator: Christine Sharp..... (920) 928-6940

Co-Coordinator: Cathy Scheier (920) 928-6953

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

Prison Rape Elimination Act (PREA)

Compliance Manager: Nick Sanchez (920) 928-6947

Co-Compliance Manager: Stacey Polk..... (920) 928-6916

PREA Victim Services Coordinators:

Christine Sharp (920) 928-6940

Wendy Smolen..... (920) 928-6999

EDUCATION

In collaboration with Trinity College and the Wisconsin Technical College System, Fox Lake Correctional Institution hosts the largest and one of the most diverse educational departments in the Wisconsin Department of Corrections. Serving over 400 PIOC annually, the education staff at FLCI provides a variety of programs such as High School Equivalency, Adult Basic Education, Post-Secondary, and Career & Technical Education. The Education Department and FLCI staff are 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 13 GED/HSED graduates in FY23.

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 34 CTE graduates in FY23.

Career & Technical Education Programs at FLCI:

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

POST-SECONDARY

Post-Secondary opportunities are offered beyond the H.S. Diploma or equivalency. FLCI collaborates with various colleges to offer print-based, computer-based, and in-person programs. These programs lead to certificate, associate's, and bachelor's degrees in fields such as; Business, B.S in Arts and Sciences, Bachelor's in Religious Studies and Psychology, etc.

INMATE GROUPS

ALCOHOLICS ANONYMOUS (AA)

Through the utilization of 12-step programs and group support, this group enables the PIOC to understand his addiction to alcohol and/or drugs and resulting consequences. AA programming is held in the Chapel. AA Volunteers have been coming to FLCI on a weekly basis to facilitate AA programming to the persons in our care. Over the past year, the volunteers have begun utilizing the 12-step program again at FLCI.

DIVERSITY PROGRAM

The purpose of the program is to foster tolerance and a mutual understanding of our differences. FLCI was unable to run a formal program over the past year due to losing the Chaplain who facilitated the programming in the past. The Chapel has continued to foster an environment promoting diversity through various displays; including a display for Black History Month. The Black History month displays were also featured in our Recreation and Academic Building.

VETERANS GROUP

The Veterans Group 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. The group meets on a monthly basis about expectations and unit standards.

INMATE COMPLAINT REVIEW SYSTEM

The complaint procedure affords PIOC 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	128	11.49%
Dismissed	684	61.40%
Rejected	302	27.11%
Total	1114	
Returned Complaint Submissions	858	5.16%
Appealed Complaints	320	28.73%
Amount Reimbursed	\$1708.08	

CONDUCT REPORTS

	<u>Total</u>	<u>Appeals</u>
Major	652	37
Minor	1,278	82

PSYCHOLOGICAL SERVICES

The Psychological Services Unit (PSU) provides a full range of clinical services to a diverse population of adult males who reside at Fox Lake Correctional Institution and 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 PIOC experiencing crisis situations. Crisis counseling and safety assessments are provided the same day as the need is identified for PIOC 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 PIOC placed in clinical observation status and PIOC in restraints in accordance with DAI policy. PSU staff provide after-hours

on-call services to address crises at FLCI, and as needed for other institutions during times of PSU staff shortages.

CLINICAL MONITORING/RHU ROUNDS

The purpose of clinical monitoring is to periodically assess adjustment and determine any mental health needs. Monitoring is one of several tools used to support stability, thereby preventing crises from occurring or re-occurring. PSU staff complete weekly rounds on those 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 who may need clinical support to achieve and maintain emotional and behavioral stability. In addition, PSU staff screen and refer to the Wisconsin Resource Center those who may benefit from more intensive inpatient treatment.

EVALUATIONS

PSU staff complete evaluations ranging from brief screenings, risk assessments, 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 PIOC who have been convicted of sexual offenses to ensure assignment to the appropriate treatment group, and communicating evaluation results to the Bureau of Classification and Movement and DCC agents on a need-to-know basis.

MULTI-DISCIPLINARY MEETINGS

PSU facilitates regular multi-disciplinary meetings attended by HSU staff, security staff, social workers, and other disciplines as needed. Multi-disciplinary discussions aid in developing comprehensive treatment plans that best address the needs of those in our care. Additionally, staff from PSU attend weekly multi-disciplinary meetings facilitated by the security department to discuss PIOC housed in restrictive housing and new PIOC arrivals, as well as a HSU multi-disciplinary meeting for those with significant medical concerns.

SEX OFFENDER TREATMENT (SOT-2 and SOT-1)

Short-term sex-offender treatment (SOT-2) is designed for those who fall within the Average cumulative risk for sexual re-offending. The group promotes 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 80-100 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. SOT-1 is a 12-week program designed for those who fall within the Below Average cumulative risk for sexual re-offending and promotes education regarding thought distortions, concepts of healthy versus unhealthy relationships, and components of consent.

RECORDS

The Records Office at FLCI is responsible for intakes and releases within the Department of Corrections. During the 2023-2024 fiscal year, an average of 61 Persons in Our Care (PIOC) transferred in monthly and 40 PIOC transferred out. The Records Office processed an average of 14 PIOC releases per month, ensuring proper release into the community. Accurate sentence computations are necessary to ensure PIOC serve the court-ordered amount of incarceration time. Communication with courts, agents, lawyers and families is often necessary to make sure that everyone is properly represented and that the public, staff, and PIOC are safe. The Records Office is also responsible for processing and maintaining accurate visiting lists and scheduling professional visits and phone calls. The Records Office scheduled 2,422 professional calls in various locations throughout the institution. Scheduled court pick-ups averaged 27 per month, meanwhile Court appearances by Zoom increased to an average of 67 per month.

The Records Office maintains the legal and social services files for PIOC. The Records Office staff consists of an Offender Records Supervisor who also acts as the Institution Litigation Coordinator and Records Custodian; two Corrections Sentencing Associate Seniors who calculate sentence computations, schedule parole hearings and video appearances, and track, process and ensure proper release; and two Offender Records Assistants who process visiting forms, schedule professional visitors and phone calls, perform background checks for prospective visitors and maintain the social service files.

This year the Records Offices will continue to assist the public with visiting questions of those incarcerated at FLCI. The general public will have ICS Solutions and our Records Office to assist them and make the visiting process easier.

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 a team of social workers who are certified through the Department of Safety and Professional Services. The Social Services Department strives to meet the needs of those in our care and enhance social functioning by assessing criminogenic needs and creating comprehensive case plans. 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 those in our care who are in the intake process. The intake social worker coordinates a weekly multi-disciplinary orientation for new PIOC arriving at FLCI, which includes education regarding the Prison Rape Elimination Act (PREA). All social workers coordinate release planning with the PIOC's probation and parole agent for those that are releasing to parole or extended supervision. Comprehensive release

planning enables PIOC to plan for a successful reintegration back into their communities. Release planning includes securing appropriate housing and aftercare services, as well as connecting PIOC 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), Reentry Legal Services and various support groups.

FLCI also has a social worker who works directly with the restrictive housing unit (RHU). While PIOC are in disciplinary separation status, the RHU social worker facilitates groups regarding coping and social skills and will provide the Carey Group's Brief Intervention Tools (BITS), as deemed appropriate. PIOC are expected to participate in groups and practice the skills they learn. PIOC are also 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. The coping and social skills group targets behaviors that will most often lead a PIOC 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 two groups in RHU.

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.
- **Domestic Violence-Cognitive (DVC)**
The Wisconsin Department of Corrections, Division of Adult Institutions, 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.

➤ 24 PIOC enrolled in DVC and 8 completed

*As of the writing of this, there is a group that has not yet concluded. As such, the completer number will be included in next year's annual report.

COGNITIVE BEHAVIORAL INTERVENTIONS FOR OFFENDERS – EMPLOYMENT ADULT (CBI-EA)

FLCI offers a Cognitive Behavioral Intervention-Employment Adult (CBI-EA). The program includes five modules: Motivational Engagement, Thoughts and Employment, Managing Emotions and Behaviors, Problem Solving and Employment, and Success Planning. CBI-EA is a skill-based cognitive behavioral program that incorporates social skills, emotional regulation and problem solving as well as motivational engagement and success planning skills that can be applied to the workforce. CBI-EA is an 8 or 16-week course that meets twice a week for one and a half hours. CBI-EA is part of the curriculum for Windows to Work, as well.

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 coach 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 coach continues to provide case management for each participant for 12 months after release.

LEGAL ACTION OF WISCONSIN (LAW) - 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 incarcerated persons through the Reentry Legal Services Program. These public benefits programs include SSI and SSDI, Food Share, health insurance and W-2 or other employment training programs. PIOC who are eligible for assistance and agree to participate in the program will meet with the Reentry Legal Services Program attorney within six to nine months prior to release. DOES attorneys will then act in the role of authorized representatives and submit applications, interact with the Social Security Administration on the PIOC's behalf and will continue to meet with and follow the case after release from prison.

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 staff received recognition for achieving significant years of state service during 2024:

25 Years

Christopher Davis
Anthony Holt
Scott Montroy
Jennifer Sell

Julie Dahm
Rebecca Mahoney
Thomas Schwabe

30 Years

Robert Bentz

STAFF RETIREES

STAFF	POSITION	YEARS OF SERVICE
April Schultz	Security Director	28
John Weisensel	Correctional Officer	10
Donald Wilken	Plumber	7
Lorraine Mund	Teacher	6

VOLUNTEERS

Volunteers are used to conduct programming in the 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 persons in our care at FLCI.

Volunteers are utilized in many ways including: Jewish Service; Protestant Worship Service; Catholic Mass; Pagan Service; Native Sweat Lodge; Pipe and Drum; Eastern Meditation Service; Brother Bob's Outreach Study; Lutheran Study; Catholic Bible Study; Mindfulness Groups; Spanish Bible Service; Communion Services; Pastoral Visits; Alcoholics Anonymous; Forgiveness group; Diversity Program speakers and Veterans 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

GED – General Equivalency Diploma

HSED – High School Equivalency
Diploma

HSU – Health Services Unit

LTE – Limited Term Employment

PIOC – Person in Our Care

PSU – Psychological Services Unit

RHU – Restrictive Housing Unit

SSDI – Social Security Disability

SSI – Social Security Income

T4C – Thinking for a Change

FY – Fiscal Year