

**FY 19**

**ANNUAL REPORT**

**FOX LAKE CORRECTIONAL  
INSTITUTION**

**JULY 1, 2018 – JUNE 30, 2019**

WI Department of Corrections  
Division of Adult Institutions

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## MESSAGE FROM THE WARDEN

Welcome to the Fox Lake Correctional Institution Annual Report for Fiscal Year 2019 covering July 1, 2018, through June 30, 2019. Correctional institutions are much more complex operations than most people would realize. Visitors to the facility often proclaim, "I had no idea all of the activities and opportunities that exist in a prison." The annual report is published with a desire to provide readers with more specific information regarding Fox Lake. Hopefully this report also gives a small glimpse into some of the positive things that have and continue to take place in our institution.

One of the continuing initiatives at Fox Lake during this year has been the offering of a program designed to change the criminogenic thinking of offenders. Thinking for a Change (T4C) is a cognitive-behavior therapy program that includes cognitive restructuring, social skills development and the development of problem-solving skills. Training for facilitators has been offered for several years to any Fox Lake staff as an opportunity to contribute to the community and institution safety. Not surprisingly members of almost every work discipline expressed interest and training was conducted on-site beginning in September 2014. The program began shortly thereafter. Impressions from both staff and inmates are that the program and the unique facilitator teams continue to produce positive results. This has continued over the last five years. Men who complete the program exit with an enhanced ability to make positive decisions in their lives. This is a benefit to them, the institution, and the families and communities to which they will return.

There is an old adage that in life "the only constant is change." That idea is especially true in corrections and Fox Lake served as testimony to that during the 2019 fiscal year. Several long-time employees found their way to retirement, taking with them their experience and wisdom. The combined service of those who just retired totals nearly 300 years---a total that is nearly impossible to comprehend. Their presence on a daily basis and their contributions to the history of Fox Lake will be sorely missed.

Among other departures during this fiscal year were that of Deputy Warden Dylon Radtke and Security Director Mark Schomisch. While the time Dylon spent with us was relatively short, he demonstrated abilities that gave the Department confidence to promote him to the position of Warden at Green Bay Correctional Institution. Mark served as Security Director at Fox Lake for nearly 16 years; longer than anyone in the history of the facility. He retired in order to spend time enjoying life with his family. While both will be missed, the opportunity is now open for two new leaders to help guide the future of Fox Lake.

Fox Lake, like much of the nation, has been challenged to recruit and retain employees in the correctional field. However, we have been fortunate to have welcomed new employees who are high in energy; excited to learn their new profession; and eager to begin contributing to our mission of public safety. The Human Resources Department has remained committed to ensuring that current and prospective employees have the best customer service possible.

During this fiscal year Fox Lake has continued to carry out the mission statement of the Department of Corrections. A mission statement helps define the goals and purpose of an organization in simple and concise terms. This allows the mission to be more easily understood by all employees of the organization as well as all those that it serves.

The Department of Correction's "**Four P's**" mission is to:

- Protect** the public, our staff and those in our charge.
- Provide** opportunities for positive change and success.

**Promote**, inform and educate others about our programs and successes.  
**Partner** and collaborate with community service providers and other criminal justice entities.

While this mission and its acronym (4Ps) may be easy to remember, it consists of very complicated, challenging, and never-ending tasks. It is a mission widely misunderstood and often misjudged by those unfamiliar with correctional work. Yet that mission, the mission of the Department of Corrections is completed day after day at Fox Lake. The efforts of the staff at the facility allow citizens of Wisconsin to sleep easy at night knowing their safety is being safeguarded and their futures are being made brighter by the work that is done at the institution.

No annual report on operations at Fox Lake Correctional Institution would be complete without making mention of the special people that work at this institution. They combine a unique and dedicated set of personalities, abilities, and skills to provide a vital service for the citizens of the State of Wisconsin. They are often the invisible component within the law enforcement continuum. Their work is done largely without notice or without fanfare. Their efforts however are deserving of the respect and admiration of all who benefit from their service. The employees at Fox Lake are collectively the most dedicated, loyal, selfless, hard-working people that you could ever hope to meet or have as a neighbor. They represent the proud history of the institution in a manner that could not be finer. They are a team all of Wisconsin can and should be proud of. I know that I am and I am proud to have the opportunity to work with them each day.

Randall R. Hepp, 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 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 28, 2019): 979

**CURRENT POPULATION** (as of June 28, 2019): 1333

**STAFFING REPORT**

Uniformed Staff	
Correctional Officers .....	162
Correctional Sergeants .....	91
Security Supervisors .....	14
	<u>267</u>
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 28, 2019: 1333

1333 divided by 374 total staff = 3.57 (inmate to staff ratio)

## OPERATING BUDGET

### **FISCAL YEAR** (Year ending June 30, 2019)

Permanent Salary .....	\$18,147,113
LTE Salary .....	211,399
Fringe Benefits .....	8,635,790
Supplies & Services .....	711,826
Capital.....	62,716
Food.....	1,461,974
Variable Non-Food.....	724,320
Fuel & Utilities .....	942,840
Maintenance .....	<u>473,201</u>
<b>Total .....</b>	<b>\$31,371,179</b>

### **INMATE COSTS**

Annual Cost.....	\$23,186.39
Monthly Cost .....	\$1,932.19
Daily Cost.....	\$63.52
(Based on 1,353 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.....	\$361,172
Inmate wages paid by BCE .....	<u>64,868</u>
<b>Total .....</b>	<b>\$426,040</b>

### **INMATE PAID OBLIGATIONS**

• Child Support	\$56,742
• Court Ordered Obligations/Restitution	\$180,908
• Victim Witness/DNA Surcharges	\$86,750
• Institution Restitution	\$7,236
• Medical Co-Pay	\$14,505

### **ACCOMPLISHMENTS AT FLCI IN FY19**

- On May 5, 2019, during Correctional Employee Appreciation Week, the institution hosted an open house. Approximately 246 staff toured the administration building, chapel, academic and industries/vocational schools, maintenance department, food service and health services unit with family and friends and enjoyed cake and displays at the end of the tour. This was the first open house since the institution's 50<sup>th</sup> anniversary celebration in 2012.
- Each year the Department of Corrections formally recognizes a variety of staff during Correctional Employee Appreciation Week. The awards include the S.A.L.U.T.E Awards along with the Life Saving and Valor awards. This year Fox Lake was wonderfully represented as Officer Jim Westover was presented with the Life Saving Award for his actions in helping to save the life of a woman earlier this year. Jim was joined by close family members at the ceremony to recognize all award recipients which was held in the Assembly Chambers of the Wisconsin State Capitol on Friday, May 10, 2019.
- The Psychological Services Unit (PSU) was granted one new full-time position which has subsequently been filled.
- PSU began offering a weekly coping skills group to inmates in RHU, and completed one sex offender treatment group.
- PSU staff successfully transitioned from paper files to electronic medical records.

- HSU implemented the use of electronic medical records in September 2018 which is now being utilized throughout the entire DOC as of February 2019. This allows for better continuity of care throughout the Department, especially with transfers.
- HSU had received a new tele-medicine cart at the end of the last fiscal year which enables HSU staff to provide on-site appointments with offsite providers via camera. During the last fiscal year FLCI has been the second largest user of this functionality in the DOC and had approximately 203 scheduled appointments.
- On February 15, 2019, the Fox Lake “Fox-icles” took a plunge into the freezing cold water to help create awareness of the Special Olympics Wisconsin movement. Over \$5,900 was raised through the polar plunge, T-shirt sales and contributions from staff.
- Education staff assisted 56 students in achieving their GED and another 89 students in earning their one-year diplomas from Moraine Park Technical College. This was one of the best years ever for the total number of graduates in one year.
- The education department hosted its first full year of the Second Chance Pell Grant Program through Milwaukee Area Technical College. Students were able to participate in post-secondary education through a secure on-line environment providing greater access to educational opportunities that reduce recidivism.
- Through various fundraisers and activities, the Workplace Enhancement (WE) Committee was able to donate \$2,300 to the Challenger League for youth baseball players with disabilities and \$1,000 to an employee with medical needs. In collaboration with other institutions to “pay it forward”, the WE committee assembled gift bags for staff at Minnesota Correctional Facility-Stillwater. The committee also organized a collection of back to school supplies for area schools.

## **BUREAU OF CORRECTIONAL ENTERPRISES**

Bureau of Correctional Enterprises (BCE) operates a wood and laminated 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 \$2.5 to \$3 million worth of products during this fiscal year.

Average number of inmates employed: 40-50

## 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: Pat Chamberlin..... (920) 928-6950

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

#### Correctional Offender Management Profiling for Alternative Sanctions (COMPAS)

Coordinators: Cathy Scheier ..... (920) 928-6953

Stephanie Henning ..... (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: Mark Schomisch ..... (920) 928-6913

PREA Victim Services Coordinators:

Stephanie Henning ..... (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 56 GED/HSED graduates in FY19.

#### **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 89 CTE graduates in FY19.

**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.

**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:

- |   |                                |
|---|--------------------------------|
| ASHA Project                                    | Adult and Teen Challenge of WI |
| Westfield Elementary                            | Special Olympics               |
| Victims of Milwaukee Violence                   | SWEPTS Pantry                  |
| End Domestic Violence Abuse Wisconsin Coalition | Project Return                 |
| Second Harvest Food Bank                        | Caritas Beloit Food Pantry     |
| Veterans Outreach of Wisconsin                  | Mothers Against Gun Violence   |
| Ronald McDonald Charities of Madison            | Porchlight                     |
| Homicide Victims of Milwaukee                   |                                |

Items created by the inmates including polar fleece blankets; crocheted blankets, mittens and hats; bags for the homeless and stuffed animals were given to: 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 and Grace Episcopal Homeless Shelter. These organizations then send representatives to FLCI to present their mission and community activities to the DEP group.

Average Monthly Membership – 50 men

## **VETERANS GROUP**

The Veterans Group is a membership organization that provides incarcerated military services veterans with legal assistance, support services, social activities and memorial functions on days of special importance to veterans and the military. They also provide a Color Guard for special events being held at FLCI.

Average Monthly Membership – 20 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.

<b><u>COMPLAINT DISPOSITIONS</u></b>		
	<b><u>Total Number</u></b>	<b><u>Percentage</u></b>
Affirmed	143	09.96%
Dismissed	1093	76.00%
Rejected	202	14.04%
Total	1438	
Returned Complaint Submissions	957	
Appealed Complaints	336	23.36%
Amount Reimbursed	\$1166.23	

## **CONDUCT REPORTS**

	<b><u>Total</u></b>	<b><u>Appeals</u></b>
Major	763	18
Minor	1264	24

## **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 at 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 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 2018-2019 fiscal year, an average of 56 inmates transferred in monthly and 32 inmates transferred out. The Records Office processed an average of 26 inmate releases per month, ensuring proper release into the community. 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 38 inmate court trips per month. 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 continued with its seventh group and was facilitated by a Chaplain, Recreation Leader, and Records staff member with help from outside volunteers who conduct this program at several DOC institutions. It is an 11-week program with 35 inmates participating. The graduation is held in the visiting room and family members may attend. Two groups are facilitated each year.

## **SOCIAL SERVICES**

The Social Services Department provides services in accordance with the Department of Correction's mission (the 4P's) 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 social workers who are assigned specifically to address the needs of inmates who are in the intake and release planning process at FLCI. 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). The release social worker facilitates release planning with inmates releasing to parole and extended supervision. The release social worker coordinates release planning with the inmate's probation and parole agent. 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 release social worker is 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.
  - 97 inmates enrolled in T4C and 69 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.
  - 36 inmates enrolled in DVC and 29 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.

- 21 inmates enrolled in CBI-EMP and 15 completed

## **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**

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 their 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 was recognized for achieving significant years of state service at a recognition event held during Correctional Employees Appreciation Week in May 2019.

### **25 Years**

William Beck  
Robert Bentz  
Daniel Prill

### **30 Years**

Brian A. Westra

### **35 Years**

Randall R. Hepp

### **40 Years**

Linda Harmsen

## **STAFF RETIREES**

<b>STAFF</b>	<b>SERVICE DATES</b>	<b>POSITION</b>
Dustin Kwakkel	July 1998 – July 2018	Officer
John Maggioncalda	October 2012 – September 2018	Buildings & Grounds Superintendent
Wendy Polenska	August 1990 – October 2018	Nurse Clinician II
Lori Spindler	January 2005 – October 2018	Corrections Food Service Leader 2
Richard Case	August 2000 – November 2018	Officer
Jacqueline Bishop	July 1998 – March 2019	Officer
Paul Ruhland	October 1990 – March 2019	Officer
Loren Giese	March 2004 – April 2019	Officer
Carla Gernetzke	April 2001 – April 2019	Sergeant
Brian A. Westra	July 1989 – May 2019	Sergeant
Daniel Hayes	September 1995 – June 2019	HVAC/Refrigeration Specialist-Adv
Mary Archer	October 1998 – June 2019	Sergeant

## **VOLUNTEERS**

Volunteers are used to conduct programming in the visiting room, chapel, and school. Volunteers provide valuable resources that allow the institution to provide inmate programming and religious activities to meet the needs of all inmates at FLCI.

Volunteers are utilized in many ways including: Jewish Service; Protestant Worship Service; Catholic Mass; Pagan Service; Native Sweat Lodge; Pipe and Drum; Interfaith Religion 101; 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; 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