

ANNUAL REPORT



FOX LAKE CORRECTIONAL INSTITUTION



FY 23
JULY 1, 2022 – JUNE 30, 2023

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MESSAGE FROM THE WARDEN

Welcome to the Fox Lake Correctional Institution Annual Report for Fiscal Year 2023 covering July 1, 2022, through June 30, 2023. 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.

In response to our high vacancy rate, we reviewed and changed many of our operational areas to accommodate a new schedule for many of our uniformed staff. Because of the changes we made, and with the assistance of many non-uniformed staff and security supervisors, we were able to maintain most of the essential functions of the facility with few disruptions. And, once again we continued to be called upon to assist others who were experiencing significant vacancies, even as our own vacancy numbers increased. Fox Lake staff consistently serve the public well each and every day.

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.

OPERATING CAPACITY 979
CURRENT POPULATION 1,173

STAFFING REPORT

Uniformed Staff	
Correctional Officers	159
Correctional Sergeants.....	92
Security Supervisors	15
	266
Non-Uniformed Staff	
Business Office.....	8
Chaplains	2
Corrections Program Supervisor (and support).....	3
Education Department	28
Food Service.....	9
Health Services Unit	11
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
	107
Total uniform and non-uniformed staff	373
Human Resources – under DPM eff. 7/8/18	

INMATE TO STAFF RATIO:

Inmate Population: 1182

1182 divided by 373 total staff = 3.17 (inmate-to-staff ratio)

OPERATING BUDGET

FISCAL YEAR (Year ending June 30, 2023)

Permanent Salary.. \$22,156,358
 LTE Salary 207,830
 Fringe Benefits.....10,061,738
 Supplies & Services .. 1,032,835
 Capital 538,634
 Food 1,874,963
 Variable Non-Food 705,818
 Fuel & Utilities..... 1,151,309
 Maintenance 478,026
Total..... \$38,207,511

INMATE COSTS

Annual Cost\$33,022.91
 Monthly Cost..... \$2,751.90
 Daily Cost \$90.47
 (Based on 1,157 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.....\$334,144
 Inmate wages paid by BCE 39,752
Total..... \$373,896

INMATE PAID OBLIGATIONS

Child Support..... \$50,428
 Court Ordered Obligations/Restitution\$145,142
 Victim Witness/DNA Surcharges \$66,652
 Institution Restitution \$7,118
 Medical Co-Pay..... \$8,318

ACCOMPLISHMENTS AT FLCI IN FY23

- Food Service: FLCI Food Service served approximately 1,457,225 meals during the Fiscal year 2023. We assisted WCI during their lockdown – this was completed while FLCI had only 2 CFSLs, FSM, and FSA – the Business Office, Maintenance, and Warden assisted during this process. FLCI utilized all produce that came in from their garden – 66,589.4 pounds: Green Beans, Broccoli, Cabbage, Cantaloupe, Corn, Cucumbers, Eggplant, Kohlrabi, Lettuce, Onions, Green Peppers, Radishes, Acorn Squash, Tomatoes, and Zucchini. Fox Lake Correctional Institution worked with DCI and the Dialysis Supervisor to revamp the menu to assist in those patients eating properly.
- On October 22, 2022, Fox Lake Correctional Institution hosted its Fall graduation for GED and Career and Technical Education graduates. 26 students earned their

GED, and 64 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 Education Director, Ben Jones, spoke on the importance of lifelong learning and its importance on being successful in the modern workforce.

- Early in the year, the Bureau of Correctional Enterprises Wood Furniture shop started designing, and then manufacturing, a new workstation for the institution's main lobby. This was a large project for the shop and a great learning experience for everyone working on it. The workstation was completely built and assembled in the shop and then installed in the lobby in sections. Everyone involved in working on the project was proud to have their work on display in the lobby.
- Maintenance Dept. Accomplishments
 - New Parking Lot- Repaving of the staff parking lot, as well as a portion of the visitor lot and the main drive in front of the lobby.
 - Remodel of the Main Lobby to include new flooring, painting, and a new officer station.
 - Construction of a new warming building for the firing range at the Kolb Training Center.
 - Replacement of the "all-call" paging system.
 - Upgrade all staff phones to VOIP phones.
 - Completion of LP backup system upgrades.
 - Replacement of electrical transformers and switchgear for the BCE/Vocational School/Maintenance Building.
 - Replacement of all electrical panels in the housing units.
 - Demolition of the third floor of the Academic Building to make way for the new Trinity Program Space.
 - Replacement of boilers in Housing Unit 5.
 - Replacement of traps on all doors in RHU, as well as replacement of the doors to Control and the Lobby Generator Door.
 - Completion of the Steam Line to the Chapel Replacement Project.
 - Replacement of the stoop and doors on the south side of Housing Unit 3.
 - Replacement of the wheelchair ramp outside the Library/ Academic School Entrance.
- The maintenance department at FLCI completed over 3,200 work orders in 2022. In 2023, we have already completed nearly 2,000 work orders.

BUREAU OF CORRECTIONAL ENTERPRISES

- The Bureau of Correctional Enterprise (BCE) operates a wood and laminate furniture manufacturing facility called the Wood Furniture Shop. It is designed to assist in the re-integration of PIOC by providing hands-on experience in a work environment closely resembling that of private industry. PIOC learn cabinetmaking/millwork, manufacturing, assembly, drafting, and blueprint reading.
- During the course of the last year, Wood Fabrication has produced over 5,500 pieces of furniture for state and local municipalities. The shop also installed new computer-aided design software Solidworks to aid in product design and engineering. The shop also designed and built the new work center in the main lobby for security staff which was

installed in May. The project was larger than anything the shop has produced and everyone involved was proud to be a part of bringing the drawings to life.

- BCE's Wood Fabrication employs between 30 to 35 PIOC, most of whom will be released in the very near future and will hopefully enter into BCE's transition program to help them utilize their newly developed skills.
- In the future, the Wood Furniture Shop looks forward to switching over its operation systems to NetSuite and replacing one of the two large CNC routers. The shop also continues working with our sales team to explore ways to sell more wood furniture as well.

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 normally meets in May and October.

COORDINATORS

Americans with Disabilities Act (ADA)

Coordinator for PIOC: Sara Koerner (920) 928-6962

Kurt Vossekui (920) 928-6950

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: April Schultz (920) 928-6913

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 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 PIOC 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 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 11 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 25 CTE graduates in FY22.

Career & Technical Education Programs at FLCI:

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

REENTRY & PRE-RELEASE

Reentry is a Wisconsin Department of Corrections initiative focused on preparing PIOC for success in the community. It means that PIOC 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 PIOC to prepare for release back into their communities such as workshops, classes, self-study, and self-paced curriculum.

INMATE GROUPS

ALCOHOLICS ANONYMOUS (AA)

Through the utilization of 12-step programs and group support, this group enables persons in our care to understand his addiction to alcohol and/or drugs and resulting consequences. The program was suspended for a period of time in spring of 2023 for restructuring. As a result of the restructuring and a location change within the facility, participants are now able to attend on a weekly basis versus a bi-weekly basis. AA Volunteers facilitate AA programming to the persons in our care at FLCI on a weekly basis.

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	150	12.76%
Dismissed	758	64.46%
Rejected	268	22.79%
Total	1176	
Returned Complaint Submissions	760	4.83%
Appealed Complaints	336	28.57%
Amount Reimbursed	\$2129.74	

CONDUCT REPORTS

	<u>Total</u>	<u>Appeals</u>
Major	590	38
Minor	1,389	96

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's 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.

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 at FLCI is responsible for intakes and releases within the Department of Corrections. During the 2022-2023 fiscal year, an average of 42 Persons in Our Care (PIOC) transferred in monthly and 34 PIOC's transferred out. The Records Office processed an average of 20 PIOC releases per month, ensuring proper release into the community. Accurate sentence computations are necessary to ensure PIOC's 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 1,563 attorney calls in various locations throughout the institution. Scheduled court pick-ups decreased averaging 18 per month, meanwhile, Court appearances by Zoom increased to an average of 72 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's 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.

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's 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 successful reintegration back into their communities. Release planning includes securing appropriate housing and aftercare services, obtaining vital documents, 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) and the step program unit. While PIOC are in disciplinary separation status, the RHU social worker facilitates groups addressing coping/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. Once a PIOC moves to the step unit, the social worker continues to facilitate groups in the form of social skills training. This 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 group in RHU and on the step unit two 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 integrate 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.

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.

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 Windows to Work Coach 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 2023:

25 Years

Todd Ruhl	Brian Gove
Jennifer Wolff	Eric Kuehn
Michael Malm	Brian Frank
Michael Meisner	

30 Years

Aaron Zuhlke

STAFF RETIREES

STAFF	POSITION	YEARS OF SERVICE
Ronald Kast	Correctional Sergeant	35
Marie Vossekuil	Warden Secretary	35
Christopher Belongia	Correctional Officer	30
Mary Bobiak	Correctional Sergeant	27
John Bahr	Correctional Sergeant	26
Larry Sorenson	Teacher	26
Thomas Gransell	Correctional Officer	26
Kirk Grill	Correctional Sergeant	25
Carl Ellis	Correctional Sergeant	22
Gregory Plantz	Correctional Officer	21
Terry Walters	Correctional Officer	20
Todd Sbraggia	Correctional Sergeant	20
Martha Lininger	Education OOA	6

VOLUNTEERS

Volunteers are used to conduct programming in the chapel and school. Volunteers provide valuable resources that allow the institution to provide programming and religious activities to meet the needs of the persons in our care at FLCI. Volunteers at FLCI administer programming, Religious services/studies and conduct pastoral visits.

Volunteers are utilized in many ways including: Jewish Service; Protestant Worship Service; Catholic Mass; Jehovah Witnesses Study; Quaker Study; Pagan Service; Native Sweat Lodge; Pipe and Drum; Meditation and Mindfulness; Brother Bob's Bible Study; Catholic Study; Mindfulness Groups; Spanish Bible Service; Communion Services; Pastoral Visits; Alcoholics Anonymous; 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