

FOX LAKE CORRECTIONAL INSTITUTION



ANNUAL REPORT

JULY 1, 2006 – JUNE 30, 2007

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MESSAGE FROM THE WARDEN

Greetings and welcome to the 2006-2007 Fox Lake Correctional Institution annual report.

On the following pages is a list of accomplishments for the past fiscal year 06-07. As you read, you will see that the staff at Fox Lake Correctional Institution has worked very hard again this past year creating exciting new initiatives to enhance security and programming to benefit us all.

This year we saw the retirement of our "First Lady of Corrections" Bev Dobbratz. Bev served 33 years at Fox Lake, training each and every warden that has served this fine facility. We miss Bev and wish her the best in her well-deserved retirement.

For the first time in its history, FLCI and FMCI went smoke free. Due to staff efforts, this new direction was created with virtually no climate issues for both staff and inmates. During the past year, FLCI began a residential alcohol and treatment program and our pre-release program was expanded in both FLCI and FMCI.

Also this past year our Education Department began a partnership with the Department of Workforce Development to begin offering inmates apprenticeships in many of our vocational trade programs. This partnership should result in inmates obtaining better jobs upon release thereby decreasing their reincarceration rates.

Day in and day out, the staff at Fox Lake Correctional Institution work together to provide programming consistent with community safety, offender rehabilitation and re-entry efforts thereby decreasing the numbers of victims in our communities.

We at Fox Lake Correctional Institution are very proud of our many accomplishments and invite you to enjoy our annual report.

MISSION OF THE INSTITUTION

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

- ❑ To protect society and rehabilitate the offender.
- ❑ To provide medium/minimum 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.

*minimum compound is also known as FMCI

HISTORY & DEVELOPMENT

Historical Background:	Gaylord Nelson, Governor Sanger B. Powers, Administrator, Department of Corrections Wilbur J. Schmidt, Director, Department of Public Welfare R.D. Culbertson, Director, Department of Administration, Bureau of Engineering Karel Yasko, State Architect Shinji Yamamota, Architect in Charge 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 Present
Date Opened:	The construction of the Fox Lake Correctional Institution began in July 1960 and the institution was officially opened on September 12, 1962.
Cost to Build:	\$ 8,172,216.00
Facility:	First medium security institution in the United States with no-pass system and freedom of movement.
Location:	The 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. The institution is situated on an 85-acre plot surrounded by approximately 1200 acres owned by the State of Wisconsin.



Buildings & Grounds: The buildings consist of an Administration Building, Food Services/HSU Building, Chapel, Academic School, six Housing Units, two – 144 bed Dormitories, Segregation Building, Vocational Shops/Industries Building, Recreation Building, Garage, Control Center, and Entrance Facility.

The Housing Units are designed for 96 single rooms, however, the majority of the rooms are doubled to meet the demands of increased populations. The rooms have regular doors and windows.

Total Site Acreage:	1200 acres
Acreage Inside Fence	82 acres
Towers:	6 – each 30 feet high
Fences:	14 feet high (Outer)
	12 feet high (Inner)
Distance between each	20 feet
Patrol:	Roving Vehicle, foot and fire
Heating:	12 steam heat boilers (natural gas)

Philosophy: FLCI embraces a “Responsible Living” concept approach in managing the inmate population. This approach places emphasis on personal responsibility.

SECURITY LEVEL

The Fox Lake Correctional Institution is a medium-security adult correctional facility with an attached minimum security adult compound.

OPERATING CAPACITY – CURRENT POPULATION

The operating capacity of FLCI and FMCI on Friday, June 29, 2007, was noted as:

<u>FLCI</u>	<u>FMCI</u>
691	288

The current population of FLCI and FMCI on Friday, June 29, 2007, was noted as:

<u>FLCI</u>	<u>FMCI</u>
1059	302

Population Overview

	<u>FLCI</u>	<u>FMCI</u>
July	1045	296
August	1060	291
September	1061	291
October	1064	303
November	1070	301
December	1081	306
January	1074	300
February	1072	290
March	1058	294
April	1066	297
May	1071	296
June	1057	301
Average Inmate Population for FY 07:	1066	297

VISITING

Inmates housed in FLCI received 10,968 visits in FY 07.

Inmates housed in FMCI received 2,616 visits in FY 07.

Average Weekly Visits: 261* visits

The number of FLCI inmate visitors totaled 20,779 in FY 07.

The number of FMCI inmate visitors totaled 5,066 in FY 07.

Average Weekly Visitors: 497* visitors

*Figures do not reflect guests in attendance during weekly group meetings or special programs.

Three visits per week are authorized. Only one of the three visits during the week will be authorized on a weekend. If a weekend visit is not planned, a man may receive three visits on weekdays. All weekend and holiday visits will be restricted to two (2) hours in length between 8:00 a.m. and 3:45 p.m. Weekday visits are restricted to three (3) hours in length between 2:30 p.m. and 8:45 p.m. It is also important to know that we do

make exceptions for inmates whose families have to travel a long distance to see an inmate. They may request special permission to have a longer visitation time and possibly more days in the week to visit.

Visiting Comparison by Year

<u>Year</u>	<u># of Visits</u>	<u># of Visitors</u>
2002 (calendar year)	19,857 (FLCI/FMCI)	37,318 (FLCI/FMCI)
2003-04 (fiscal year)	17,076 (FLCI/FMCI)	32,179 (FLCI/FMCI)
2004-05 (fiscal year)	16,333 (FLCI/FMCI)	30,755 (FLCI/FMCI)
2005-06 (fiscal year)	14,822 (FLCI/FMCI)	28,531 (FLCI/FMCI)
2006-07 (fiscal year)	13,584 (FLCI/FMCI)	25,845 (FLCI/FMCI)

FOX LAKE CORRECTIONAL INSTITUTION
MINIMUM COMPOUND (FMCI)

HISTORICAL: Inmates from the John C. Burke Correctional Center started moving to the dormitories behind FLCI on August 21, 2000, to make room at the Burke Center for female inmates. The move was completed on September 28, 2000. The dormitories, renamed FMCI, are used to hold inmates being transferred to other minimum centers, institution farm workers, project crew workers and work release inmates. Work details started at FMCI on October 2, 2000.

PROJECT CREWS: Inmates who are staffed to FMCI and who have the classification of minimum risk rating and community custody are allowed to work in the community under the supervision of FMCI project crew staff. There are two project crews of up to ten inmates each. The two crews work 40 hours per week. Inmates are contracted at the rate of \$ 1.75/hour. The inmates receive \$ 1.25/hour with \$.75/hour returned to the institution to offset expenses of the crew such as gas and tools.

Project Work Crew Statistics

<input type="checkbox"/> Number of work sites	31
<input type="checkbox"/> Number of inmates who participated	84
<input type="checkbox"/> Total number of hours	22,223
<input type="checkbox"/> Total profit (man hours)	\$44,447.50
<input type="checkbox"/> Approximate equipment charges	\$16,667.25

WORK RELEASE PROGRAM: Inmates who are staffed to FMCI and who have the classification of minimum risk rating and community custody are allowed to work in the community at or above Wisconsin minimum wage.

Work Release Statistics

<input type="checkbox"/> Number of work sites	14
<input type="checkbox"/> Number of inmates who participated	242
<input type="checkbox"/> Ending average gross weekly wage	\$440.22
<input type="checkbox"/> Ending gross inmate earnings	\$2,492,893.11

▪ Total amount paid by inmates for room	\$322,432.79
▪ Total amount paid by inmates for room tax	\$3,377.61
▪ Total amount paid by inmates for board	\$61,415.70
▪ Total amount paid by inmates for transportation	\$199,174.00
▪ Total amount of monies paid back for court ordered obligations	\$124,048.07
▪ Total amount paid for child support	\$183,796.42
▪ Total paid in State and Federal Taxes	\$770,000.00



HUMAN RESOURCES

STAFFING REPORT

Security Positions:	Supervising Officers	14
	Correctional Sergeants	100
	Correctional Officers	<u>158</u>
	Total Security Positions	272
	Total Non-Security Positions	128
	GRAND TOTAL:	400

The above Non Security Total includes:

DIVISION	NUMBER OF EMPLOYEES
ACADEMIC	19
BSI	4
BUSINESS OFFICE	5
CLINICAL SERVICES	4
HSU	18
HUMAN RESOURCES	3
FOOD SERVICE	9
MAINTENANCE	12
PRC/BOCM	3
RECORDS	6
RECREATION	5
SECURITY OFFICE	2
SOCIAL SERVICES	15
STORES	4

VOCATIONAL	15
WARDEN/DEP WARDEN	4
Total Non-Security	128

Inmate to Staff Ratio:

Inmate Population (FLCI & FMCI) on June 29, 2007:

1361 divided by 400 total staff = **3.40 (inmate to staff ratio)**

AFFIRMATIVE ACTION STATEMENT

The Fox Lake Correctional Institution works closely with the Department of Corrections, Bureau of Personnel and Human Resources, to ensure that State and Federal guidelines for Equal Opportunity Employment are followed. Special recruitment and hiring procedures will be used if it is determined that a vacant position is underutilized on the basis of race/ethnic group or gender. Although this institution is located away from metropolitan areas thus making it more difficult to recruit, hire and retain minorities, it is our goal to use the tools available to us to progress toward a balanced work force.

AMERICANS WITH DISAILITIES ACT (ADA)

An ADA committee has been established which has created ADA complaint areas within the institution for the general population as well as segregation.

Coordinators:	Employees:	Marla Pearce	(920) 928-6915
	Inmates:	Mike McCormick	(920) 928-6994



BUDGET INFORMATION

FISCAL YEAR* (Year ending June 30)	2003-04	2004-05	2005-06	2006-07
Permanent Salary	15,166,893	15,142,195	15,859,171	17,850,307
LTE Salary	89,250	42,662	45,453	58,818
Fringe Benefits	7,003,007	7,329,858	7,676,184	8,288,960
Supplies & Services	1,197,310	547,146	534,644	1,249,197
Capital	287,566	110,136	6,907	30,443
Food	1,115,214	1,344,279	1,567,147	1,410,700
Variable Non-Food	1,031,908	905,714	712,502	1,289,547
Fuel & Utilities	1,035,000	1,143,754	1,462,982	1,328,178
Maintenance	204,163	203,346	200,800	191,100
Total	27,130,311*	26,769,090*	28,065,790*	31,697,250*

*Includes Minimum Security Compound

INMATE COSTS

	2003-04	2004-05	2005-06	2006-07
• Yearly Cost	23,352.72	24,601.83	25,596.11	27,385.85
▪ Monthly Cost	1,946.27	2,050.08	2,133.01	2,282.15
▪ Daily Cost	63.98	67.22	70.13	75.03

INMATE WAGES

Inmate wages range from \$.05 per hour for unassigned inmates to \$.42 per hour for top institution assignments. Badger State Industries workers can earn up to \$ 1.00 per hour.

◆ Inmate wages paid by FLCI in 2006-07 (Average monthly wages: \$ 9,565.17)	\$114,782.00
◆ Inmate wages paid by BSI in 2006-07 (Average monthly wages: \$ 11,085.79)	\$133,029.47
Total	\$247,811.47

INMATE PAID OBLIGATIONS (FLCI/FMCI)

◆ Child Support paid in 2006-07	\$82,801.96
◆ Court Ordered Obligations paid in 2006-07	\$95,203.04
◆ Victim Witness / DNA Surcharges paid in 2006-07	\$14,907.69
◆ Institution Restitution paid in 2006-07	\$53.82
◆ Room, Board, and Travel paid in 2006-07	\$468,644.76

BADGER STATE INDUSTRIES

Badger State Industries (BSI) 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 are also encouraged to participate in a Cabinetmaking/Millwork Vocational Program enabling them to earn a technical degree from Moraine Park Technical College while working at BSI.

Articles produced include all types of free-standing furniture such as desks, credenzas, book shelving, tables, laminated parts for office systems installations and hardwood frame and seating components for the upholstery operation. Products manufactured are sold to State agencies and other qualified customers.

Average number of inmates employed: 70-90.

INMATE PROGRAMS

EDUCATION

The program at FLCI is very treatment oriented with heavy emphasis on vocational training. FLCI is coupled with the Moraine Park Technical College, Fond du Lac, as all vocational programs can result in a Technical Diploma or Certificate being awarded for completion of the program. There are related academic course offerings as well. Over 500 inmates are involved in educational programming with Adult Basic Education (ABE) and credit classes offered both during the day and evening on a monthly basis. The FLCI education department is also involved heavily in Cognitive Interventions Program (CGIP) programming and Pro-Literacy tutor efforts.

There are 17 academic instructors, 13 vocational program instructors, 3 Program Assistants, 1 Guidance Counselor and 1 Education Director on staff.

Academic offerings include: Adult Basic Education

- GED/HSED Instruction
- Employability Skills
- Health
- Civics

Vocational General Education Courses

- Occupational Communications
- Workplace Success
- Student Success
- Occupational Math 1,2, 3 & 4
- Pre-Employment Seminar
- Introduction to Keyboarding
- Introduction to Personal Computer

Other Offerings

- Financial Literacy
- Job Hunt
- Spelling/Grammar
- Reading Project
- Creative Writing
- Parenting
- Career Awareness



Vocational Program Offerings:

- Auto Collision Repair and Refinish Tech
- Automotive Maintenance Tech
- Masonry/Bricklaying
- Cabinetmaking/Millwork
- Computer Drafting – Mechanical
- Custodial Services
- Horticulture (3 certificate programs)
 - Greenhouse Management
 - Landscape Specialist
 - Grounds Maintenance
- Machine Tool Operation
- Motorcycle, Marine & Outdoor Power Products Tech
- Office Software Applications
- Production Welding
- Welding – Fabrication
- Heating/Refrigeration/Air Conditioning

- ✓ 7,306 vocational/technical credits were earned
- ✓ 271 vocational diplomas and certificates were issued
- ✓ \$38,602.19 from vocational school projects has been credited
- ✓ 47 inmates earned their HSED at FLCI
- ✓ Provided HSED instruction to FMCI inmate/students.

COGNITIVE INTERVENTIONS PROGRAM (CGIP)

At FLCI, the education staff is the primary providers of CGIP programming. If an inmate is enrolled in a vocational program AND has completed CGIP programming, Moraine Park Technical College will credit the student with satisfying the human relations standard required of all vocational diploma programs.

Statistics from 2006-2007 show a total enrollment in CGIP of 98 inmates with 72 total completions.

PSYCHOLOGICAL SERVICES

Crisis Intervention

Psychological Services Unit (PSU) staff help provide emotional and psychological support to inmates in crisis situations. We help men who are suicidal, having trouble dealing with the reality of adjusting to prison, experiencing a grief reaction, who have mood swings or who are experiencing acute symptoms of mental illness.

Clinical Monitoring

PSU staff periodically interview/evaluate inmates who are diagnosed with mental health problems. This includes short-term counseling, as time permits, for those in need. The purpose of clinical monitoring is to evaluate the inmate's emotional and behavioral adjustment and to prevent crises from occurring or re-occurring. In addition, PSU staff screen individuals who may need to be referred to a psychiatrist. Approximately 31% of FLCI's population and 10% of FMCI's population are currently designated as having mental health issues that require monitoring by PSU staff.

Evaluations

PSU staff complete evaluations for Program Review, the Parole Commission, Psychiatry/Health Services/ADA personnel and Social Services.

Sex Offender Treatment (SOT)

This year-long group treatment program is designed to assist sex offenders in identifying the underlying issues related to their sex offense(s); to enhance victim empathy; to recognize danger signals; and to learn effective techniques for controlling their thoughts and behaviors to prevent re-offending. FLCI maintains two groups that begin approximately six months apart. In the last year, two groups completed with a total of 19 out of 24 inmates enrolled in SOT.

Therapy Groups

PSU has initiated a number of therapy groups including childhood trauma, coping strategies for low functioning inmates, and symptom management for individuals with depression and anxiety.

Multidisciplinary Staff Meetings

PSU staff participates in three weekly multidisciplinary staffings together with security, health services, social services and education. These staffings help to maintain communication amongst staff, increase awareness of significant inmate concerns and problem-solve both problematic inmates and business practices.

SOCIAL SERVICES

Social Services staff continues to provide social work services to meet the needs of the inmate population. In addition to performing the normal duties associated with their assigned caseloads, social workers also provide weekly counseling sessions in the areas of AODA, Anger Management, Domestic Violence and Sex Offender Treatment. Upon inmates' completion of the Parenting Program, social workers also co-facilitate special visiting opportunities with inmate fathers and their children. In addition, all social workers are actively involved in DOC's pre-release program.

A social worker is assigned as a member of the Wellness Committee, which meets regularly to assess at-risk inmates, whether in segregation or in the general population. The intake social worker also is involved with the coordination of Unit 3 weekly staffings, which are completed on every inmate that arrives at FLCI. Another social worker remains involved in the supervision of the service/self-help group IMPACT (Inmates Making a Positive Attempt to Correct Teens). The coordination of Red Cross blood drives is another area of responsibility and involvement for several of FLCI's social workers.

The social workers continue to serve on the institution Health and Safety Committee, act as contact persons in the Employee Assistance Program and act as peer supporters to staff following any work-related critical incidents. Several social services staff is actively involved in on-going DOC/DAI committees and/or work groups.

Current staffing is eight full-time social workers, two Alcohol & Drug Counselors/Social Workers, and one Social Services Director.

IMPACT

The Fox Lake Correctional Institution has been providing the IMPACT (Inmates Making a Positive Attempt to Correct Teens) program since June of 1993. The program is a service offered by the institution to adolescent boys who have been referred to the Dodge County Human Services and Health Department for a variety of delinquent acts. Generally, every other month Dodge County social workers accompany 9-12 male juveniles to meet with the inmate IMPACT members. This program is designed to educate the youth and give them an opportunity to see and learn about the consequences of criminal behavior. This is not an intimidation program. IMPACT is targeted strictly for delinquent youth or high risk youth between 12 and 17 years of age.

During the past year, seven presentations of IMPACT were held and 67 juveniles participated.

INMATE ACTIVITIES GROUPS

AA (Alcoholics Anonymous) and NARCOTICS ANONYMOUS (NA): 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.

Average Monthly Membership – 12 men

Man hours per week: 48

VETERANS GROUP: 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.

Average Monthly Membership – 10 men

Man hours per week: 10

SELF-HELP: A group facilitated by volunteers that explores topics to enable inmates to develop positive self-esteem.

Average Monthly Membership – 48 men

Man hours per week: 80

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.

Average Monthly Membership – 50 men

Man hours per week: 50



RESTORATIVE JUSTICE EFFORTS

- ✓ The inmate Project Work Crews (2 crews total) performed 22,223 man-hours of work at 34 work sites for non-profit organizations/agencies through this reporting period. Work included cleaning, painting, repairing picnic tables and park equipment, installing new roofs, cabinets, countertops, walking trails and bridges in parks. Work was done for municipal buildings for various state agencies including UW-Oshkosh, Devil's Lake State Park, the Wade House, and the Kettle Moraine State Forest, the cities of Fox Lake, Fond du Lac, Beaver Dam, Randolph, Allenton, West Bend, numerous area churches, parks, historical sites, and recreational areas. The Project Work Crew assisted the City of Waupun Veteran's Memorial Project to assemble bleachers, build a press box and concession stand which involved over 2,500 hours and saved the city over \$300,000.00 according to the project coordinator.
- ✓ FMCI's IMPACT group consists of inmate volunteers who go to local schools, churches and youth organizations to educate at risk kids about the importance of making the right choices and decisions. The group emphasizes the importance of continuing their education, listening to their parents, and considering the consequences of their actions.
- ✓ The inmate Work Release program continues with 12 work sites participating through the reporting period and 242 inmates involved during this time. The men who participate in work release have been able to pay back hundreds of thousands of dollars of court-ordered restitution and/or legal obligations such as child support. (Note: Those figures will appear in the section addressing restitution and child support information.)
- ✓ The institution Vocational School shops have also contributed numerous items such as flag cases, picnic tables and fire rings to local government agencies, non-profit organizations and families of deceased military members.

INSTITUTION VOLUNTEERS

Volunteers are used in the Chapel program to meet the needs of all faiths and denominations through volunteer services and organizations.

Their services are utilized in the following Chapel activities:

▪ Protestant Worship Service (weekly)	60-80 volunteers including special services
▪ Catholic Mass (weekly)	2 volunteers
▪ Muslim Jumah (weekly)	1 volunteer
▪ Pagan Service (weekly)	1 volunteer
▪ Native Sweat Lodge (monthly)	1 volunteers
▪ Bro. Bob's Outreach Study (weekly)	3 volunteers
▪ Chaplain's Study (weekly)	Chaplain
▪ Hispanic Mass (bi-weekly)	1 volunteer
▪ Lutheran Study (monthly)	2 volunteers
▪ Catholic Bible Study (weekly)	2 volunteer
▪ Bro. Bob's Outreach (monthly)	3 volunteers
▪ Pentecostal Power Church (monthly)	11 volunteers
▪ Marriage Seminar (monthly)	Chaplain
▪ Salvation Army (monthly)	8 volunteers
▪ Calvary Gospel Church (monthly)	8 volunteers
▪ Buddhist Meditation (monthly)	2 volunteers



INMATE CONDUCT REPORTS

<i>Sanctions Imposed</i>	<i>Total Imposed</i>	<i>% of Total Imposed</i>
Dismiss	88	2.00
Reprimand	108	3.00
Extra Duty	120	3.20
Restitution	19	.50
Loss of Recreation	212	5.10
Loss of Privileges	614	15.40
Room Confinement	2035	51.10
Building Confinement	1	.05
Adjustment Segregation	216	5.20
Program Segregation	50	1.30
Disciplinary Separation	517	13.10
Extension of MR	<u>7</u>	<u>.05</u>
<i>Total</i>	3987	100%

Conduct Reports Comparison

2002 (calendar year)	3547
2003-04 (fiscal year)	3168
2004-05 (fiscal year)	3026
2005-06	Information not available
2006-07 (fiscal year)	3987

ACCOMPLISHMENTS AT FLCI

- ✓ FLCI marked the retirement of long-time employee Bev Dobbratz in December 2006. She had served in the Warden's office for 33 years and worked for all six FLCI Wardens.
- ✓ Sergeant Kurt Hein was the winner of the Secretary's SALUTE Award (Service, Awareness, Leadership Uniqueness, Team, Excellence) in the excellence category and was recognized at an award ceremony in Madison. This is a new program initiated by Secretary Matthew Frank to recognize employees' talents, commitment and professionalism in the Department of Corrections.
- ✓ In October 2006 the Health Services Unit moved to the newly remodeled food service area.
- ✓ On September 1, 2006, Fox Lake Correctional went smoke free for both staff and inmates.
- ✓ The fifth inmate graduation ceremony was held on June 26, 2007, with 15 men receiving their HSED certificates and 37 men receiving vocational school diplomas. Tom Crean, the men's basketball coach from Marquette University, was the featured speaker.
- ✓ An employee health fair was held in conjunction with a staff training day on October 12, 2006. A silent auction was also held with the proceeds donated to Red Cross.
- ✓ National Crime Victims Rights Week was observed in April. Marilyn Gambrell, who created No More Victims, a support group for teens whose parents are incarcerated, gave a presentation to inmates and staff along with three of her students.
- ✓ In April 2007, Judges and staff from Jefferson, Columbia and Ozaukee County as well as a Supreme Court Justice toured the institution as part of the Judicial Visitation Program.
- ✓ During National Correctional Employees Week in May, nine FLCI staff were recognized for achieving the milestone of 25 and 30 years of state service.
- ✓ Additional parenting classes were offered specifically focusing on the needs of the inmates (abusive fathers vs. parenting education needs).
- ✓ The Pre-Release Program expanded at both FMCI and FLCI.
- ✓ Multi-disciplinary intake staffings were implemented to review the needs of incoming inmates to identify and share issues of concern with all disciplines.
- ✓ The veterans program was expanded to include the sharing of additional veteran information/benefits via community representatives and guest speakers.
- ✓ 2007 Purchase of Services funds were used to contract out one additional Anger Management group and one Domestic Violence Counseling group.
- ✓ FLCI started a new AODA residential treatment program and has now graduated two classes. Also, we were approved for the remodeling/renovation project to house this residential treatment program.
- ✓ PSU also began offering voluntary treatment groups that included: Childhood Trauma Therapy Group, Symptom Management for Anxiety/Depression, and a Coping Skills Group for Lower Functioning/Vulnerable Inmates.
- ✓ The Education Department initiated a Reading Committee to address student evaluation and placement in FLCI education programs. This committee has identified low, medium and high levels of reading ability and comprehension.
- ✓ The Education Department coordinated with the Department of Workforce Development to offer apprenticeship programs for our vocational students.
- ✓ Implemented the Re-Entry/Pre-Release Program. All new inmates with nine months or less are referred to our reentry teacher for pre-release programming. All inmates in minimum can attend the pre-release program and career center in minimum.

COMMUNITY RELATIONS BOARD

The Fox Lake Correctional Institution's Community Relations Board (CRB) held their 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 Institution and the 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 communications between the institution and local communities.

The members of FLCI's CRB are appointed by the Warden of the institution and membership is available to any community citizen including elected or appointed officials. The current membership includes:

Judge Andrew Bissonnette, Dodge County
Warden Jodine Deppisch, FLCI
David & Bev Dobbratz, Members-at-Large & Fox Lake Chamber Representative
Representative Jeff Fitzgerald, State Representative - 39th District
Senator Scott Fitzgerald, State Senator
Bill Frank, Chief of the City of Fox Lake Fire Department
Nancy Franke, Restorative Justice, Dodge County
Robert Goetsch, former State Representative
Peggy Goodman, Victim/Witness Assistance Program, Dodge County
Bob Hayes, Fox Lake Chamber Representative
Daph Knutson, Community Corrections Representative (Region 7)
*Ted Meekma, Retired Administrator of the Wisconsin State Patrol
Frank Moore, Neighborhood Alert Member
Sheriff Todd Nehls, Dodge County
Ken and Betty Perry, Neighborhood Alert Members
Hubert and Rose Raymond, Neighborhood Alert Members
Daniel & Debra Siewert, Neighborhood Alert Members
Butch Wagner, Representative from the Township of Fox Lake
Father Michael Wild, Annunciation Parish, Fox Lake

*Chairperson of the Committee

The CRB meets two times a year; a meeting is held in May and again in November. The members are brought up-to-date on current institution events and happenings as well as Division and Department-wide issues and concerns.



PEER SUPPORT

Peer support is to ensure that personnel involved in potentially traumatic incidents will receive the support and services necessary to cope with the stress various types of incidents may cause. We have enlisted the aid of various peer supporters within FLCI to support staff during these difficult times.

The role of a peer supporter is to be the first point of contact for a potentially critical incident, to assist in debriefings and be available for follow up support and wellness checks.

This is an employee's personal decision to utilize and if used, the employee chooses who they want as their support person as this is not assigned.

STAFF BLOOD DRIVES

Fox Lake Correctional Institution began holding Red Cross blood drives in 1994 and again this year two successful drives were held with 38 Fox Lake staff and friends volunteering their time to donate a total of 47 blood products. This year Fox Lake Foods generously donated Subway sandwiches and the Red Cross sponsored a Summer Sweepstakes Scratch-off card campaign and raffles.

Many thanks to the staff and friends who so generously gave of their gift of life, the volunteers who took the time to run the drives, the staff who did the organizing and supervisors who allowed their staff time away from their work site to donate.

You can give the gift of life by donating blood. It may not be as dramatic as some other way, but it is just as effective. You, too, can be a hero! Donate an hour of your time and a pint of your blood and know that someone will be better off because of it.

FOX LAKE STAFF

AWARD MILESTONE RECIPIENTS

The following FLCI staff were recognized for achieving 25 and 30 years of state service at a recognition event held during Correctional Employees week in May 2007.

25 Years

Brian Dommissie
Arthur Bartow
Mike Johnson
Roland Wuesthoff

30 Years

Jamie Hunter
Tom Nickel
Mark Ramsey
Cindy Schoenike
Steve Tetzlaff

STAFF RETIREES

2006

Rodney Bensley
Correctional Sergeant
May 1980 – October 2006

Steven Fisher
Correctional Sergeant
September 1978 – January 2006

Richard Howland
Correctional Officer
January 1978 – January 2006

Carol Kaiser
Offender Records Assistant
April 1984 – June 2006

Jean Neste
Teacher
May 1990 – January 2006

Charles Pilsner
Teacher - Welding
June 1980 – July 2006

Through June 30, 2007

Jeffrey Brozek
Correctional Sergeant
August 1976 – June 2007

Beverly Dobbratz
Warden's Secretary
October 1966 – January 2007

Craig Lange
Correctional Sergeant
September 1985 – March 2007

ACRONYMS

AA – Alcoholics Anonymous

ABE – Adult Basic Education

ADA – **Americans** with Disabilities Act

AODA - Alcohol and Other Drug Abuse

BSI – Badger State Industries

CGIP – Cognitive Interventions Program

CRB - Community Relations Board

DAI – Division of Adult Institutions

DEP – Diversity Enhancement Program

DNA – Deoxyribonucleic Acid

DOC -- Department of Corrections

FLCI -- Fox Lake Correctional Institution

FMCI -- Fox Lake Correctional Institution Minimum Compound

FY – Fiscal Year

GED – General Equivalency Diploma

HIPAA – Health Insurance Portability and Accountability Act

HSED – High School Equivalency Diploma

HSU – Health Services Unit

ICE – Inmate Complaint Examiner

ICRS – Inmate Complaint Review System

IMPACT – Inmates Making a Positive Attempt to Correct Teens

LTE – Limited Term Employment

MR – Mandatory Release

NA – Narcotics Anonymous

PSU – Psychological Services Unit

SOT – Sex Offender Treatment

UW – University of Wisconsin

JULY 1, 2006 – JUNE 30, 2007



Source of Information: Fox Lake Correctional Institution Staff

