



*Reward
and
Recognition*

May 8

2013

Award winners for 2013

*Staff
Recognition*

Reward and Recognition

Vermont Department of Corrections May 8 2013

Proclamation of "Correctional Employee's" Week

State of Vermont, Executive Department, A Proclamation



WHEREAS, one of the primary goals for the State of Vermont is to provide its citizens with an effective criminal justice system that focuses on quality of life and safety for all our citizens; and

WHEREAS, Vermont's dedicated correctional employees are essential to our justice system; and

WHEREAS, much is expected from the men and women who every day supervise offenders in correctional facilities and in the community and without whose daily hard work and sacrifices we could not operate; and

WHEREAS, correctional employees are skilled professionals who must act as counselors, communicators, educators and experts at crisis interventions, and must protect our safety while maintaining

their professional demeanor, often in a challenging environment; and

WHEREAS, correctional employees must possess the intuitive sense to resolve conflict and support restorative activities while housing offenders in a humane environment or supervising offenders in the community, often to the risk of their own well-being; and

WHEREAS, the State of Vermont is pleased to celebrate Correctional employees week and is urging all citizens to pay special tribute to these women and men who serve so faithfully;

NOW, THEREFORE, I, Peter Shumlin, Governor, do hereby proclaim May 5-11, 2013 as

CORRECTIONAL EMPLOYEES WEEK in Vermont.

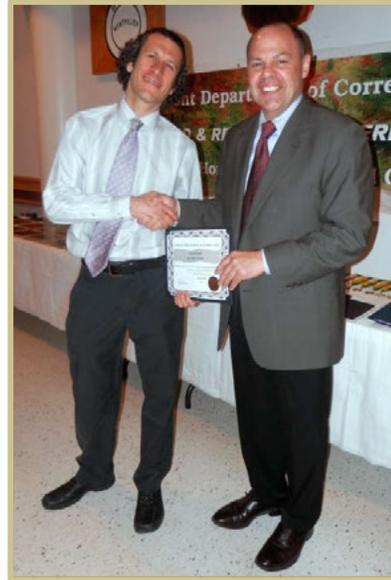


Manager of the Year

The Manager of the Year Award will recognize a manager who has demonstrated exceptional leadership and managerial performance.

Derek Miodownik Central Office

Derek Miodownik exemplifies the Mission, Vision and Values of the Department of Corrections. His dedication to restorative justice and the importance of victim engagement, community involvement and evidence-based practices are model behaviors. As a Department, we have gained national and international recognition for our efforts in community justice and most recently for our ground breaking work in developing Circles of Support and Accountability as a methodology to have there be “no more victims”, safer communities and more successful offenders. Bringing together all impacted parties and engaging them in a solution is a hallmark of Derek’s work, whether it is in managing volunteers, working with his state and community colleagues or helping victims and offenders find what they need. Derek’s drive and commitment to excellence in his work is an inspiration. We thank for his dedication.



Supervisor of the Year

The Supervisor of the Year Award will recognize up to two (2) supervisors to include the field, facility, and all other work unit sites based on the same criteria as for Manager

Tim Solari Rutland Probation and Parole



Tim is the office supervisor who has responsibility for the furlough program, which includes conditional re-entry furlough, reintegration furlough, home confinement and home detention. Tim has primary supervision of (7) community correctional officers. As such, he is responsible for their performance management and all necessary training, which will ensure their adherence to department directives and policies. At present there are (172) offenders under community furlough supervision. Rutland Probation and Parole has the responsibility for an additional county, which has dramatically increased the challenges Tim faces each day for staffing and offender supervision. The large geographic area we are now responsible greatly adds to that challenge.

This past year Tim has done an outstanding job of supervising the community work crew leaders and managing our state and local community contracts. Our monthly revenues grew to an all-time high this year and increased by nearly \$40,000. Your supervision of the work crew leaders ensures that our contracts are routinely renewed and our reputation of the Department of Corrections is very positive.

Tim manages the furlough sanctioning process with fairness and outstanding judgment and consistently maintains compliance with directives. Tim does an outstanding job of ensuring that evaluations of your team are timely and presented personally to the employees. Tim is objective and fair. He has received back-to-back outstanding performance evaluations. His value to the Rutland Probation and Parole office cannot be easily measured. He is the preeminent role model for staff.

CSSs of the YEAR:

The Correctional Services Specialist of the Year Awards will recognize up to three (3) Correctional Services Specialists (facility and field) whose performance has been outstanding

Leslie Briere Rutland Probation and Parole

Leslie Briere is quite simply one of the most conscientious and professional members of our community sex offender team. Her resolve and commitment to community safety through stringent oversight of offender compliance and treatment program participation is of the very highest standard. Leslie's background as a former victim advocate in the Rutland State's Attorney's office has provided a critical experiential element to her case management approach. She always includes victim input, sentiment and concern into the formulation of offender case plan requirements with sensitivity and support.

Despite the very difficult challenges associated with work with a sex offender caseload Leslie's enthusiasm for her work remains at the very highest level. This year Leslie, despite a very demanding caseload has mentored and trained two new probation officers in the office, providing an invaluable extension of her knowledge and expertise to ensure that each one becomes thoroughly competent in the field. Leslie emulates the department's most important values each and every day.



Melissa Barton Brattleboro Probation & Parole



Melissa Barton has been a Probation and Parole officer at the Brattleboro office for the last 8 years. She demonstrates commitment to the Department as well as the individuals she supervises. She is an outstanding employee who strives to achieve excellence beyond department expectations. Her current caseload is working with Domestic Violence and Sex Offenders. She is a valued member of both treatment teams. She is a team player and will help out where ever she is needed. She understands and embraces the process of change as well as the commitment it takes to make a difference. One of her many strengths is her ability to work collaboratively with other organizations to reach a common goal.

Correctional Officer of the Year

The Correctional Officer of the Year Awards will recognize up to seven (7) Correctional Officers/Community Correctional Officers/Community Service Team Leaders (full time classified employees) whose performance has been outstanding in supporting the security and safety of the facility/community

Michael Jacobs Northern State Correctional Facility

Professionalism is a word that is liberally used to describe the actions and behaviors of employees. Michael Jacobs, however, truly embodies all the descriptors of a professional Correctional Officer who conducts himself in just such a manner. Michael is the welcoming face of Northern State Correctional Facility. His calm, pleasant manner is direct and confident. He immediately offers assistance and directs people in appropriately accessing the Facility. Michael offers supportive assistance to his colleagues, those of us who work in different locations and the general public. He manages to work with all people in a fair and consistent manner.

Michael has many other aspects of his job that he carries out in a professional manner, with confidence and competence. He is well respected and liked by his colleagues and those of us within Department of Corrections who interacts with him on a regular basis. Michael's example is one for others to strive toward.



Admin Support Person of the Year

The Administrative Support Services Employee of the Year Award will recognize an employee in an administrative support services role whose performance has been outstanding

Sheila Sayah Central Office



In every organization, there is one person who is described as the 'glue' or the 'heart'. Sheila Sayah is just that. She is the glue and the heart that holds the Community High School of Vermont together. Her management abilities border on magical, in that she can manage a huge student data base, 75 plus teachers and Corrections Education staff, personnel records, course descriptions, credit and transcript requests and still have time to function as the executive secretary for the State of for Community High School of Vermont. There is no job too big or to little that, she cannot mastermind. On a day-to-day basis, Sheila has to interact with numerous groups from the Executive Staff of Department of Corrections, to legislators, to students, vendors, to the general public. Regardless of the pressures or annoyances, Sheila handles each situation with grace and professionalism.

Support Services Employee of the Year

The Support Services Employee(s) of the Year Award will recognize up to two (2) Department employees in this category whose performance has been outstanding

Morgan Mitchell *Central Office*

Morgan Mitchell took over the position of Terminal Access Coordinator for Department of Corrections a little over a year ago. She has mastered this position and expanded the relationship with external partners such as the St. Johnsbury PD and many different states and jurisdictions where offenders need to be extradited from. She has worked diligently to ensure the Department of Corrections is in compliance with federal laws and regulations in regards to the use of the National Criminal Information Center (NCIC). Morgan is not just the point person for Interstate Agreement on Detainers she has also volunteered to write a directive for the better management of this process.



Teams of the Year

The Corrections Team of the Year Award distinguishes two (2) or more individuals within a working group who exhibited an extraordinary level of teamwork and exceptional effort that reflect the values and objectives of the Department



Correctional Facility Shift Supervisors – Southern State Correctional Facility

Michael Arace

James Studebaker

Stanley Wood

Kevin Jenkins

Jeremy Cornwall

Scott Isenor

In the past year, the CFSSs at Southern State Correctional Facility have managed 571 unusual incidents, 1.5 per day. They oversee the day-to-day, hour-to-hour supervision of a large and complex institution. They support their staff during challenging circumstances; both professional and personal. Daily they make decisions that support this department's values and always try to do so in a fiscally responsible manner.

This groups consistently role models work ethic and commitment. They excel at verbal interventions, often with highly agitated (and frequently mentally ill) inmates. They helped manage this facility through our 14 month hosting of Vermont State Hospital.



Vermont Correctional Industries Sign and Print

Team of the Year and Governor's Award

Howard L. Deuso Program Coordinator

John Trenholm

Foreman

Mark Duquette Sale Coordinator

Ryan Fletcher

Foreman

Dennis Poulin Foreman

Four years ago, an outside business consultant recommended the closing of the Print Shop for Vermont Correctional Industries. The business was \$300,000 in the red, with very little hope of recovery. The professional analysis reported that the print shop would never be profitable and recommended closure. Through the brilliant planning, cooperation and hard work of this team the shop is now profitable.

Vermont Correctional Industries employs incarcerated individuals and teaches them workplace skills that make them productive workers. The team models good work ethics and instills Work Place Fundamentals in all the employees. This team takes pride in each other, in their employees, the products they produce, and the service they provide to their customers. They now employ 30 offenders that when released have an approximate 40% decrease in recidivism. This team is a shining example of teamwork, creative problem solving and modeling for others. Their hard work is much appreciated!



Preservation of Life

The Preservation of Life Award will recognize any Department employee who takes spontaneous and immediate action in response to a life-threatening illness or injury to a staff member, offender/inmate, volunteer, contractor or member of the public. More than one Preservation of Life Award could be presented each year.

Criteria: A candidate will be considered based upon an incident or event when the employee take spontaneous and immediate action in response to a life-threatening illness or injury which would otherwise have resulted in the immediate death of a staff member, offender/ inmate, volunteer, contractor, or member of the public.

Southern State Correctional Facility

Craig Sabourin, COII Christopher Phillips, COII



On August 6th, 2012, while conducting normal rounds in Foxtrot, an inmate was found to have self-harmed by cutting himself. There was a significant amount of blood in the cell and the inmate appeared to be listless. Staff immediately radioed for assistance. As a direct result of their timely rounds and prompt intervention, life-saving assistance was rendered.

Kevin Hoisington Southern State Correctional Facility

On May 20th, 2012, an inmate wrote out a suicide note and attempted to hang himself in his cell in Admissions. COI Hoisington was conducting his normal rounds. He found this inmate and He radioed for immediate assistance. As a direct result of his timely rounds and prompt intervention, life-saving assistance was rendered.



Northern State Correctional Facility

Donald Nelson, COI Richard Bilodeau, CFSS



On Dec 24th, 2012, an inmate made a significant attempt at taking his own life using a razor blade. The officer working the unit (COI Nelson) where the suicide attempt was made was conducting observations of inmates in his unit more frequently than required and because of this deliberate action, he discovered the inmate's self-harm very quickly. This allowed the staff to take lifesaving actions that resulted in a successful outcome. CFSS Bilodeau's staff demonstrated professionalism, expertise and dedication in their actions. The inmate is doing much better now with the support of Department of Corrections staff and has not had a repeat self-harming event since this night.

Marble Valley Correctional Center

Corey Hoague, CFSS Jason Manley, COII Donald James, COII Jason Hanson, COI

On 2/17/13, CCFS Corey Hoague responded to Cell EF02 because an inmate was found unresponsive in his cell with labored breathing. He had previously been given a dinner tray. During processing, the inmate had told COII James that he had ingested approximately six valium that day. COII Manley found the inmate to have a mouth full of chocolate cake. Manley opened the inmates jaw so that the RN could remove the food. The inmate remained unresponsive. Several attempts were made to obtain a response from the inmate. The inmate's breathing remained shallow and he was administered oxygen. The quick response and efforts of these three officers kept the inmate alive who was later admitted to the hospital and treated for an apparent overdose.



Northeast Correctional Center

Susan James, COII Brian McLaughlin, CFSS Alex Kimball, COI

On 06/3/12, a 10-33 was called from the Alpha unit at Northeast Correctional Center. Responding staff were directed to the top tier bathroom where they found COI Alex Kimball supporting an inmate, a 6-foot tall 220 lb. male in a bear hug,



who Kimball found in an unresponsive state because of the inmate securing a shoelace around his neck and hanging himself from a bathroom stall. CFSS McLaughlin utilized a cut down tool to free Jones and assist in lowering him to the floor where the remainder of the shoelace was removed from his neck and COII Susan James began conducting life saving measures. The inmate was unresponsive and bleeding from the mouth but found to have a pulse. Medical staff responded and ambulance was called. Responding EMT's continued with life saving measures and inserted a breathing tube down the inmate's airway to assist

with his breathing, which was still quite labored. The Inmate was ultimately airlifted to Dartmouth for treatment where he recovered from his injuries. It is quite evident that the response and actions of these staff in conjunction with other support staff surely saved the life of this inmate.



Shawn Thompson, COI Northwest Correctional Facility

On 12/03/2012 at approx. 0630 hours, COI Shawn Thompson, while supervising the dining hall, observed an inmate turning red in the face and unable to breath. COI Thompson did not hesitate and after calling a 10-33 medical he performed the Heimlich maneuver on the inmate and dislodged the food he was choking on before staff arrived.

COI Thompson showed outstanding observation skills and remained calm and collected in a stressful situation. He used his knowledge and training to quickly take control of the situation and save this inmates life.

To have this level of calm response and control in this type of situation is outstanding for a staff member but even more so in a relatively new officer with limited experience in these types of emergencies.



Medal of Valor (Heroism/Bravery)



The Medal of Valor Award will recognize a person(s) in Corrections who, during the previous calendar year, performed an act of extraordinary bravery and exceptional valor involving imminent personal threat to life with knowledge of the risk, above and beyond the call of duty. This includes actions performed during the person's Department work or in the community. More than one Medal of Valor award could be presented each year.

Criteria: A candidate will be considered based upon an incident when the employee acted above and beyond normal job responsibilities in order to save another individual's life, knowing that the heroic action had a high probability of resulting in the loss of the employee's own life. The magnitude or outcome of the incident in and of itself will have no bearing on the nomination. The nomination will be based on the action of the individual being nominated and not the action of a group.

Southern State Correctional Center

Michael Arace, CFSS Kenneth Cooper, COII George Neathawk, COII
Michael Simonds, COI Michael Peterson, COI

On May 6th, 2012, an inmate shampooed the tier and then climbed the bars of Foxtrot 3. He tied a sheet around his neck and attempted to hang himself from the bars approximately 15 feet above the floor. Despite the slippery tier, some staff positioned themselves underneath this Inmate (to catch him if he fell), as others climbed the bars to untie and rescue this Inmate. The inmate actively resisted staffs attempted to save him, but were ultimately secured without serious injury.



Southern State Correctional Center

Scott Isenor, CFSS Lorenzo Van Horn, COII Daniel FitzGerald, COI
Matthew Desmarais, COI



On May 19th, 2012, an inmate entered the supervisors' office and began cutting himself with a razor blade. Without hesitation, the above staff physically intervened with this inmate. They were able to restrain him, secure the weapon and prevent him from causing further injury to himself. In doing so, they exposed themselves to this inmate's blood as well as to risk of injury from the razor blade the inmate was wielding.

Community Service Award

The Community Service Award will recognize a non-managerial Department employee who has demonstrated consistent, positive performance and professionalism on the job, as well as demonstrated a commitment to their community (ies).

Chris Owens Northeast Correctional Facility



Chris has been an outstanding representative for the Caledonia Work Camp for the past 20 years. Chris started his career with Corrections as a Temporary Correctional Officer at the old "Cherry Street" jail and he is the last staff person of that facility to still be employed with Vermont

Department of Corrections, some 41 years later.

Chris's personnel file is full of training certificates,

excellent evaluations and letters of commendations from community groups and organizations. Chris has served the communities from the Canadian Border to Fairlee; and West to Waterbury, Montpelier and Hardwick. The Town of Newbury even wanted to adopt him at one point. He has been instrumental in restoring old buildings such as the Lyndon Center District 6 schoolhouse, the Community building in West Fairlee, and the West Newbury Hall.

Chris and his work crew supervisors, and inmates have built new salt sheds for local towns, built an addition at Newbury's Cutler Library, a new Rescue Services building for Barnet, even a new humane society. Some jobs were small, like cutting grass at the Green Mt. Cemetery, Caledonia Fair Grounds or the Rest areas on I91. However, no matter the size Chris ensured that each one was completed with a level of professionalism second to none.

Chris will be retiring in June and his dedication to not only the Department but also the communities he has worked with over the years will be greatly missed.



Good Samaritan Award



Jeanne Jean Central Office



At the Hilton in Burlington, a man was hit by a car. Jean Jeanne stayed with the man to keep him calm and to treat him in case of shock. The person had tried to get up but Jeanne talked to him and calmed him down. After the ambulance came to the scene and they were tending to the person, Jeanne walked over and spoke to the woman that hit the person. She wanted to make sure she was okay as she was upset. After Jeanne told me that she came to the scene shortly after it happened and she noticed the person's face was white, he had sweat pouring down his face and looked like he may be going into shock. She said she helped him to the ground and spoke to him to calm him down. When the guy was being helped he was thanking her for all her help and asked her what her name was, she turned her head and said Jeanne and I work for the Department of Corrections. The gentleman had a broken ankle and subsequent knee surgery.

ANNIVERSARIES OF STATE SERVICE



20 Years

Kyle Beckwith

Dennis Briere

Matthew Burlew

Michael Carlisle

Ross Farnsworth

Robert Carroll

Joey Holmes

Richard Kearney

Mark Loseby

Shawn McCuin

Merry Shernock

Heather Simons

Korey Stone

Stephen Wakefield

Steven Walker



25Years

Michael Beyor

Debra Blackwood

Thomas Dunn

Robert Gordon

Greg Hale

Douglas Hayden

John Hernandez

Angelique Hinton

Theresa Jean

Cynthia Lack

David Lumbr

Brad McCormack

Glenn Paradis

Christopher Perrotta

Marshall Rich

Clark Stever



30 Years

Roger Barrows

David Buley

Michael Cross

Kenneth Demarais

William Gilding

Charles Hatin

Paul Heath

Michael Jenzen

Sheila Martin

Stanley Morse

Laureen Shannon

Jay Whitcomb



35 Years

Karen Rhodes

Keith Tallon

Deborah Thibault



40 Years

Christine Barrows

Music was Provided by:

Johna Genco Saltsman



Special Thanks

Mark Shelton, Michaela Hammond, Ross Farnsworth, and Janette Hoague



Vt. Dept. of Correction's Honor Guard



Saving a Place at the Table - DOC Victim Services



NECC & SESCOF Culinary Programs

Montpelier Elk's Lodge



Vermont Correctional Industries Sign and Print Shop

