



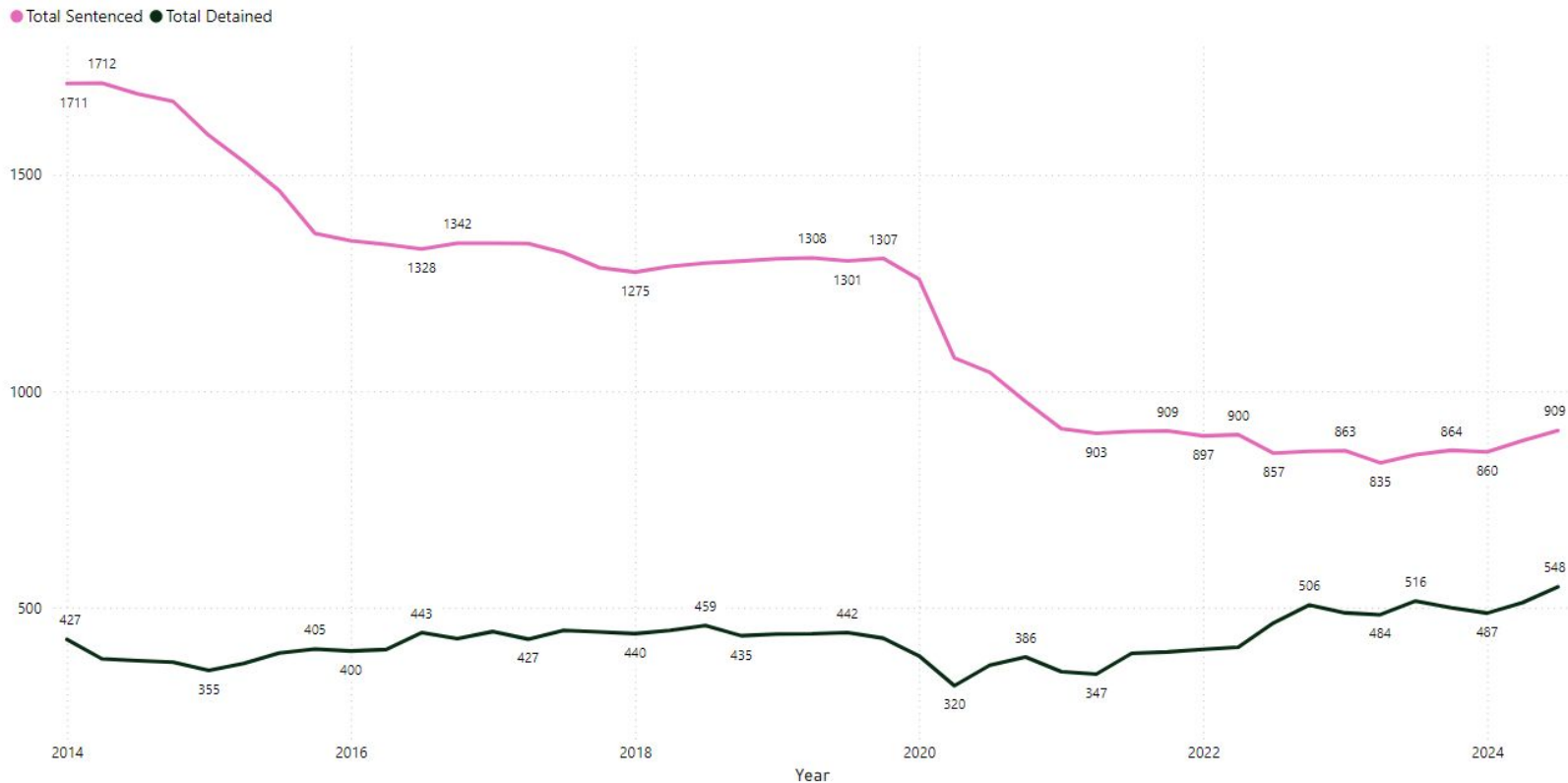
# Department of Corrections

July 2, 2024



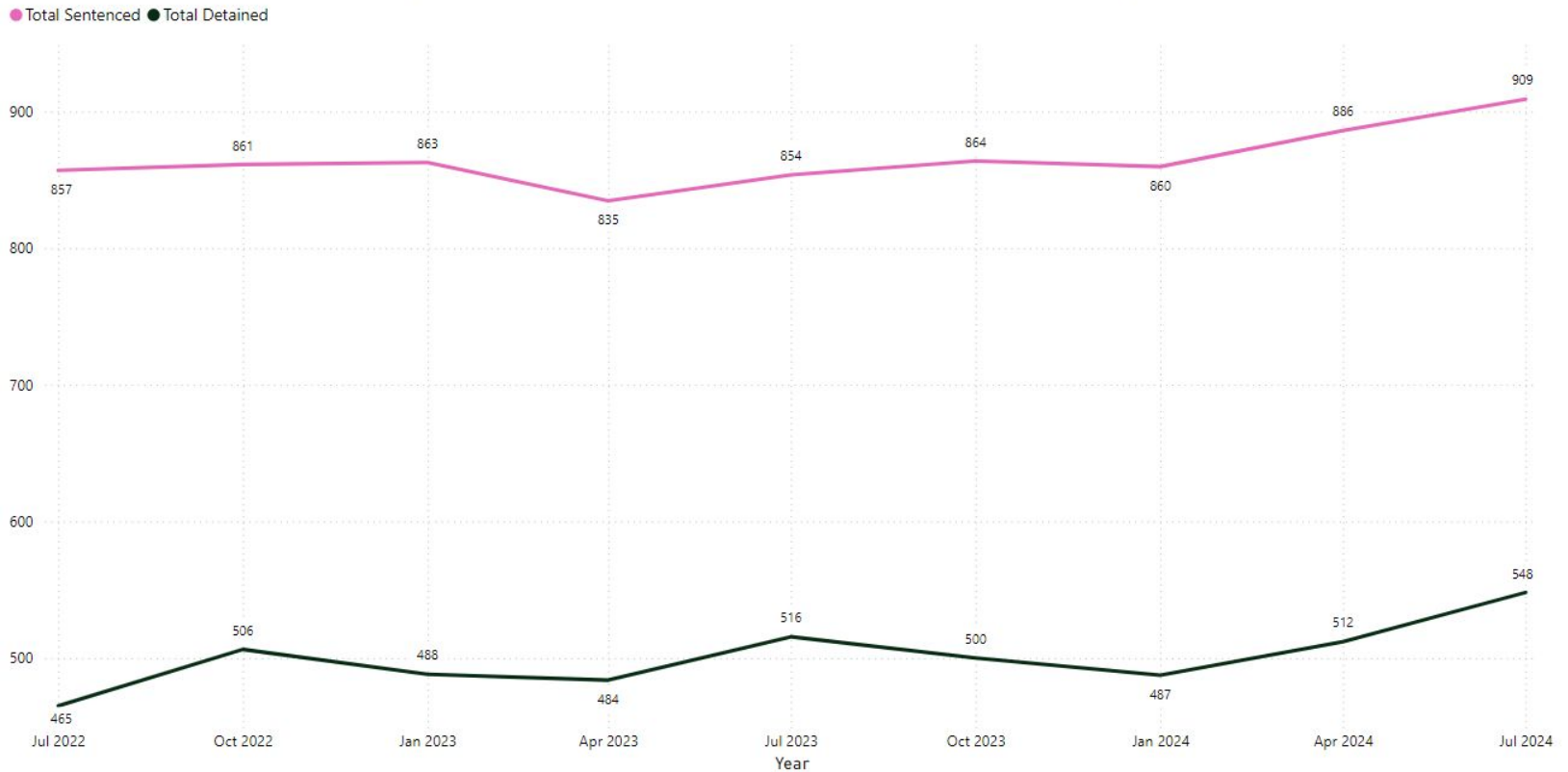
# Population Overview

# Quarterly Sentenced Individuals & Detainee Averages: 2014-2024



**Total Sentenced** = all individuals incarcerated by VTDOC who were sentenced for crime(s); **Total Detained** = all individuals incarcerated by VTDOC who are detained for crime(s).

# Quarterly Sentenced Individuals & Detainee Averages: 2022-2024



**Total Sentenced** = all individuals incarcerated by VTDOC who were sentenced for crime(s); **Total Detained** = all individuals incarcerated by VTDOC who are detained for crime(s).

# Vermont Incarcerated Population



## Demographics

- Gender Identity:
  - Male: 1265 (90.6% of total incarcerated population)
  - Female: 109 (7.8%)
  - Transgender or different gender identify: 22 (1.6%)
- Population by Race:
  - White: 82.1%
  - People of Color: 17.4%
  - Unknown/did not disclose: 0.5%

## Charges & Convictions

- Felony charge/conviction:
  - 92% detained
  - 94% sentenced
- Agg. assault, sexual assault, murder charge/conviction ("Felony Serious"):
  - 60% detained
  - 62% sentenced
- Violent crime: 77% (sentenced)

Data as of 5/31/2024; DOC population dashboard at: <https://doc.vermont.gov/research-and-data/population-data/pop-dashboard>

# Strategic Planning





**Vermont Department of Corrections**  
Roadmap to 2030: Mission-focused, values-driven

**STAFF AND STAFFING**

Build a sustainable correctional workforce that invests in professional growth and staff wellbeing.

**HEALTH AND WELLNESS**

Achieve a holistic health and wellness system to improve outcomes for incarcerated and supervised individuals.

**DIVERSITY, EQUITY, AND INCLUSION FOR A JUST SYSTEM**

Advance diverse, equitable, and inclusive practices into all that we do to achieve a just corrections system.


**MODERNIZATION**

Modernize systems, structures, technologies, and processes to achieve the nation's leading model of corrections.

## Strategic Plan Goals

**STAFF AND STAFFING**

Build a sustainable correctional workforce that invests in professional growth and staff wellbeing.



**GOAL 1:** Staff are empowered by a workplace cultivated to embrace and support the full spectrum of individual experience and identity.

**GOAL 2:** By 2030, staffing levels and staff retention are optimal and sustainable.


**GOAL 3:** Roles and processes are optimized to enhance staff engagement and operational efficiency.

**GOAL 4:** Opportunities for professional development and career growth are offered through a fair and transparent system.

**GOAL 5:** The Department provides opportunities and an environment that promotes staff health and wellness.

**HEALTH AND WELLNESS**

Achieve a holistic health and wellness system to improve outcomes for incarcerated and supervised individuals.



**GOAL 1:** The Department prioritizes health and wellness as a fundamental obligation.


**GOAL 2:** The Department engages Vermont's community members to support health and wellness outcomes for the population we serve.

**GOAL 3:** Health and wellness systems and processes operate efficiently and effectively.

**GOAL 4:** The Department supports and fosters holistic wellness for those in its care and custody.

**DIVERSITY, EQUITY, AND INCLUSION FOR A JUST SYSTEM**

Advance diverse, equitable, and inclusive practices into all that we do to achieve a just corrections system.



**GOAL 1:** Staff recognize and appreciate the daily impact of identity and why JEDI is vital to our success.


**GOAL 2:** The Department's systems, structural environment, policies and procedures are informed by trauma-informed practices, JEDI principles, and individuals with lived experience within the criminal justice system.

**GOAL 3:** Supervision, programs, and intervention services reflect the diverse needs of the people we serve.

**GOAL 4:** JEDI-responsive principles are embedded into all Department processes and retention efforts to equitably serve every staff member.

**MODERNIZATION**

Modernize systems, structures, technologies, and processes to achieve the nation's leading model of corrections.



**GOAL 1:** Vermont's correctional system employs modernized systems, structures, technologies, and processes.

**GOAL 2:** The Department cultivates meaningful partnerships to advance community engagement and restorative practices.

**GOAL 3:** Modernization is embedded within each strategic initiative and advances innovative, efficient, evidence-based, and data-driven solutions Department-wide.



# Staff & Staffing

# Staffing: Facility Vacancies Jan. 2019 to Present





# Hospital Coverage

## Key Context

- Facility staffing crisis required Field (P&P) hospital coverage
- Paid standby limits staff travel and recreation
- Sicker incarcerated pop. requires more frequent ED trips
- Transports and hospitalizations present highest risk to staff

## Hospital Central Operations Specialists (COS) Team

- Team fully operational in November 2023 with 9 members, **expanding to 11**

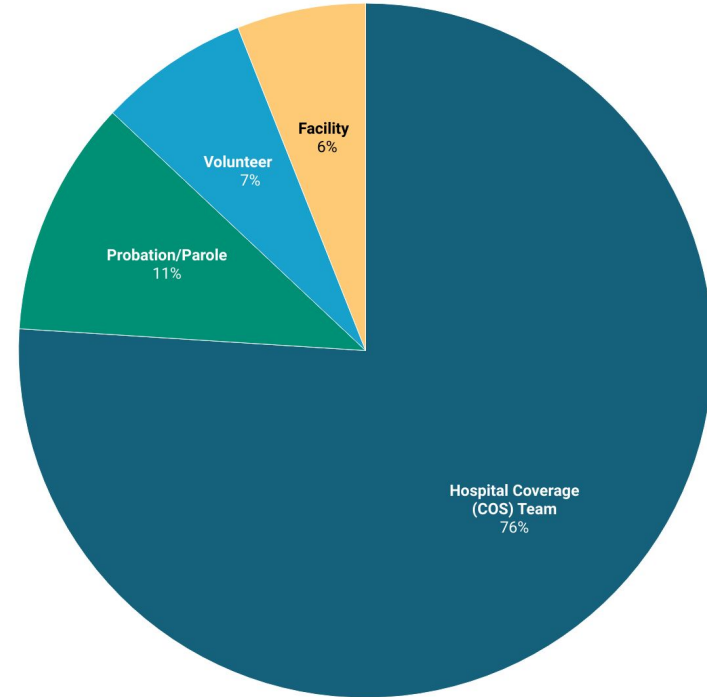
## Data

- **8,688 hours** of hospital coverage from November 2023 to May 2024:
  - 6,588 filled by COS
  - 984 filled by Field
  - 538 filled by Facility
  - 588 filled by volunteers
- **963 shifts** total deflected from mandated Field coverage

## Vermont DOC Hospital Shift Coverage

November 2023 to May 2024

Hospital Coverage (COS) Team Probation/Parole Volunteer Facility





# Health & Wellness



# Diversity, Equity, Inclusion & Justice



# Modernization

# Continued Challenges



## Staffing

- Retention, state workforce demographics, overtime costs

## Health & Wellness

- Health conditions of incarcerated individuals, particularly those detained awaiting trial
  - Sequelae of heavy substance use prior to arrest
  - 70% of incarcerated population receiving medication for opioid use disorder (MOUD)

## DEI & Justice

- Remote hearings and court backlogs
- Paucity of community service providers, particularly for male-identifying individuals

## Modernization

- Lack of transitional housing stock/availability
- Deteriorating physical infrastructure
- Antiquated and highly manual data systems (OMS)



# Discussion

# Contact



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# Appendix



# Community Recovery Partnerships



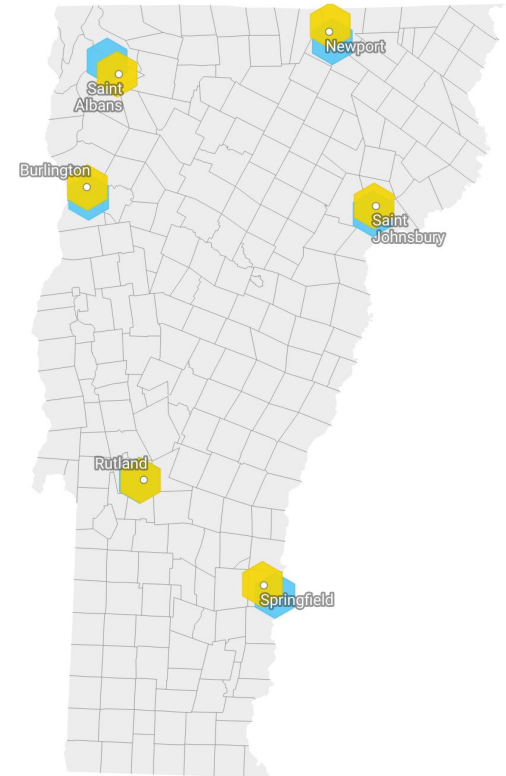
## Key Context

- Overdose is the [leading cause of death](#) for people recently released from incarceration nationwide (up to 129x risk)
- Substance use and associated criminal behavior among the **leading causes of incarceration in Vermont**
- **60%** of Vermont's incarcerated population **living with opioid use disorder (OUD)**
- Every Vermont community with a correctional facility **already hosts an accredited recovery center**

## Research

- Research found increased community-based substance use treatment capacity was [associated with decreases in both jail admissions and overdose deaths.](#)
- Vermont made strides in reducing overdose deaths via Act 176 (2018):
  - Among individuals with OUD released from incarceration, nonfatal overdoses decreased by one-third and fatal overdoses decreased from 27 to ≤10 deaths following statewide MOUD implementation, [a >60% reduction in fatalities.](#)

■ Recovery Center ■ Correctional Facility



# Community-Based Peer Coaching



## Statewide Peer Coaching via Recovery Partners of Vermont Sites

- Scaling [Rutland pilot](#) statewide
- Supported by \$1.5M of State funding, \$2.8M Welch CDS
- In-reach peer recovery coaching for greater continuity of care:
  - Incarcerated individuals able to access recovery services across institutional and jurisdictional boundaries
- Recovery center challenges:
  - Unique dynamics and stresses of correctional environment
  - New, complex caseload with oversubscribed staff
  - Distinct from case management
- Needs:
  - Funding, specialized trainings, supervision, data collection, etc.
    - Joint presentation to the OSAC in November 2023

## Philosophical Approach

- Blur boundaries between carceral system and Vermont communities
  - Invest in and infuse community resources into carceral system

**‘They’re helping me save the rest of my life’: Rutland organization helps incarcerated people find sobriety and rebuild their lives**

By Tiffany Tan  
May 18, 2023, 7:04 am



Mike St. Pierre at the Turning Point Center of Rutland in March. Photo by Glenn Russell/VTDigger

**RUTLAND** — In 2018, Mike St. Pierre was a year into his most recent incarceration at Rutland’s Marble Valley Regional Correctional Facility when he felt drawn to attend a presentation by the local substance use recovery center. After listening to the visiting peer counselors talk about their paths to recovery, he decided to sign up for their prison programs.