



# Department of Corrections

FY2026/FY2027 Capital Bill

# Major DOC Infrastructure Needs



## Capital Bill Requests

- HVAC planning, design, and installation
- ADA compliance upgrades
- Safety and security repairs and enhancements
- Rutland/Marble Valley door control system replacements
- St. J/NECC door control system replacements
- St. Albans/NWSCF door control system replacements
- Additional upgrades

## Policy Priorities

- Women's facility replacement

## Additional Infrastructure Projects

- Northwest booking expansion
- Northern State boiler replacement
- Wi-Fi

# HVAC



## Overview

- HVAC planning, design, and installation across four unairconditioned facilities
  - Project work beginning at Springfield/SSCF
    - Other facilities: Newport/NSCF; St.J/NECC and Caledonia Community Work Camp; St. Albans/NWSCF (funding dependent)

**Capital Bill Request:** \$5,600,000

- FY26: \$4,600,000
- FY27: \$1,000,000

**10-Year Plan Total:** \$17,009,000

# ADA Compliance



## Overview

- Continuing compliance w/ DOJ legal settlement
  - Outdated facilities require updated accessibility infrastructure to meet contemporary legal standards/mandates

**Capital Bill Request:** \$2,000,000

- FY26: \$2,000,000
- FY27: *N/A*

**10-Year Plan Total:** *N/A*

# Safety & Security Upgrades



## Overview

- Operational upgrades for security cameras, doors, fencing.

## Capital Bill Request: \$400,000

- FY26: \$200,000
- FY27: \$200,000

## 10-Year Plan Total: *N/A*

# Marble Valley Door Control



## Overview

- Door control work at Rutland/Marble Valley

## Capital Bill Request: \$500,000

- FY26: *N/A*
- FY27: \$500,000

## 10-Year Plan Total: *N/A*

# St. J Door Control



## Overview

- Door control work at St. Johnsbury/NECC

**Capital Bill Request:** \$3,600,000

- FY26: \$1,000,000
- FY27: \$2,600,000

**10-Year Plan Total:** *N/A*

# St. Albans Roof Replacement



## Overview

- Roof repair at St. Albans/NWSCF

**Capital Bill Request:** \$1,200,000

- FY26: \$1,200,000
- FY27: *N/A*

**10-Year Plan Total:** *N/A*



# Various Upgrades



## Overview

- Local upgrades and infrastructure improvements

**Capital Bill Request:** \$1,000,000

- FY26: *N/A*
- FY27: \$1,000,000

**10-Year Plan Total:** *N/A*



# Questions?

# Contact



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# Appendix

# VISION

We create safety and equity by seeing potential, supporting change, and serving communities.

# MISSION

We lead through innovation

We advance restorative justice practices

We support staff wellness

We cultivate meaningful partnerships

We create rewarding career opportunities

We provide justice-involved individuals with opportunities for self-improvement

We ensure our facilities and field offices are safe, secure, and healthy



# VALUES

**Accountability**  
We, individually and collectively, act in accordance with our mission and values in service to our vision.

**Collaboration**  
We succeed when we have diverse and equitable partnerships that include our communities and the people in our care and custody.

**Compassion**  
We treat everyone with respect and dignity and respond empathetically to people's lived experience.

**Equity**  
We address systemic barriers that hinder opportunity and use fair and impartial decision-making.

**Innovation**  
We use evolving research from diverse communities to identify, develop, and implement effective practices.

**Integrity**  
We practice our values in an honest and transparent way.

**Safety**  
We create an equitable culture of physical, emotional, and material wholeness.

# DOC Strategic Plan





**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.

# System Challenges



## Staffing

- Vacancies, retention, state workforce demographics, overtime costs, physical workplace environment

## Health & Wellness

- Serving physical/mental health needs of incarcerated individuals, particularly those detained awaiting trial
  - Lack of access/poor connection to medical care prior to justice-involvement
  - Sequelae of heavy substance use

## DEI & Justice

- Remote hearings and court backlogs
- Lack of coordinated community reentry services and geographic disparities
- Paucity of community service providers, particularly for male-identifying individuals

## Modernization

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