



Department of Corrections

Fiscal Year 2026 Budget Presentation



Introduction

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.

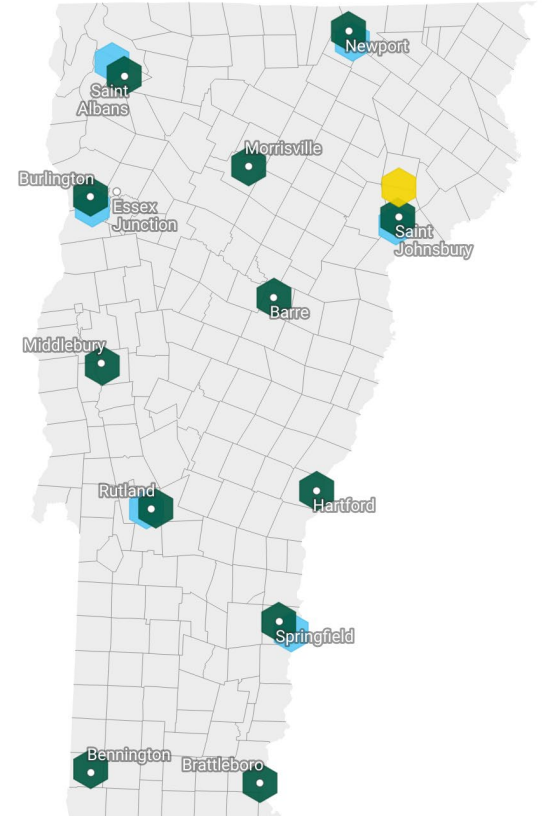
Safety
We create an equitable culture of physical, emotional, and material wholeness.

Overview

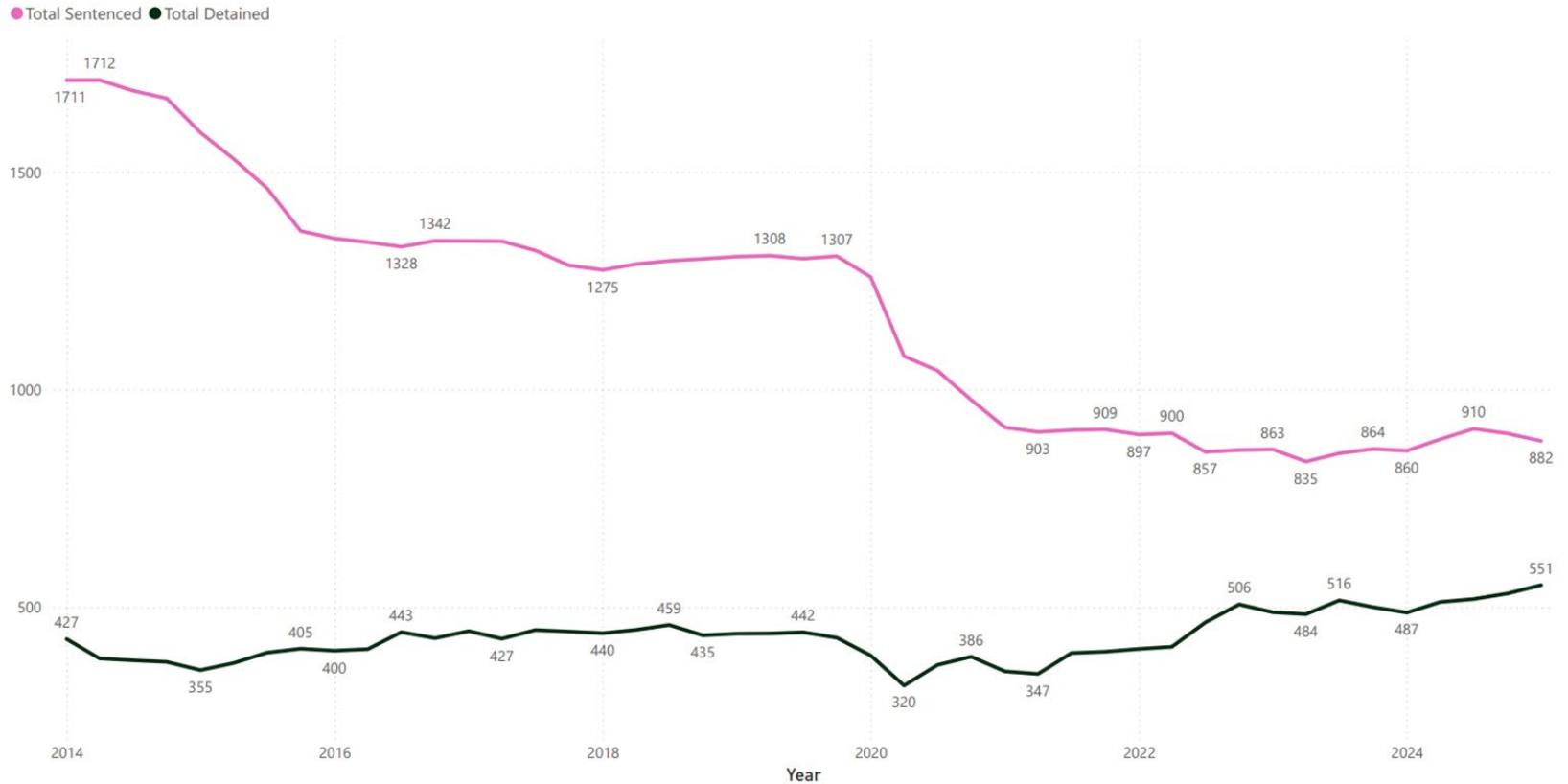
- Housed within Vermont **Agency of Human Services**
- **Unified System**
 - Pretrial supervision → detained → sentenced → community supervision
- **Facilities:**
 - 6 in-state facilities
 - 5 men's facilities
 - 1 women's facility
 - 1 out-of-state men's facility
- **Probation & Parole:**
 - 12 district offices
- Training: **Vermont Correctional Academy**
- FY26 Budget Ask: **\$230,877,018** (95.5% GF)
- Staff: **1,124**

Vermont DOC Sites

Correctional Facility District Office Correctional Academy



Quarterly Sentenced Individuals & Detainee Averages: 2014-2025

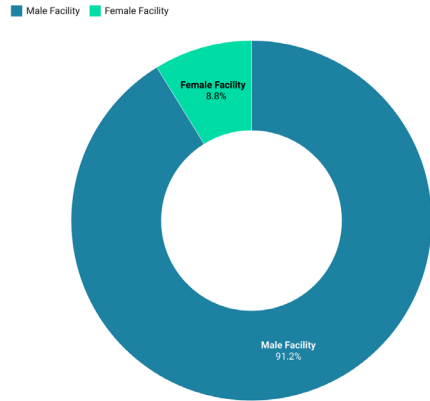


Total Sentenced = all individuals incarcerated by VTDOC who were sentenced for crime(s); **Total Detained** = all individuals incarcerated by VTDOC who are detained for crime(s).

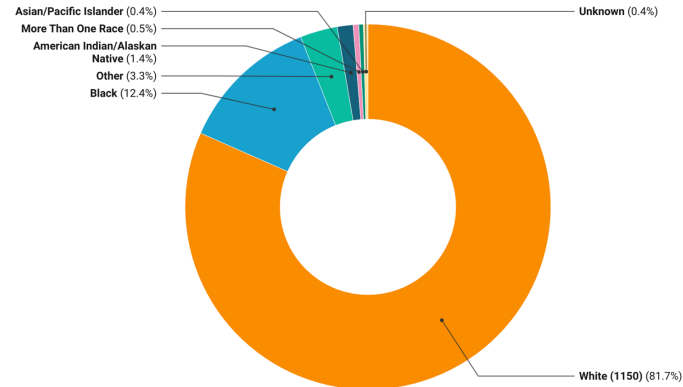
Vermont Incarcerated Population



Facility Housing by Gender

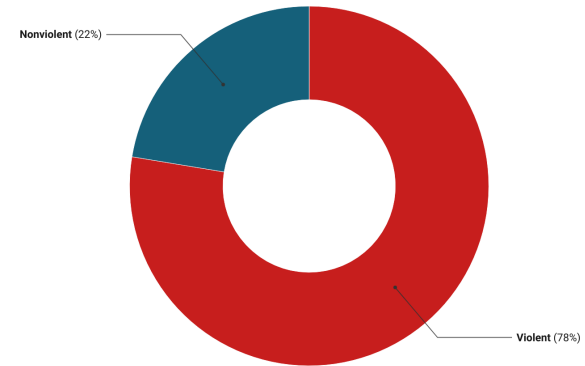


DOC Population by Race



Crime Type

Sentenced Vermont Population



Note: More detailed demographic data available on the DOC dashboard at: [link](#)

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.



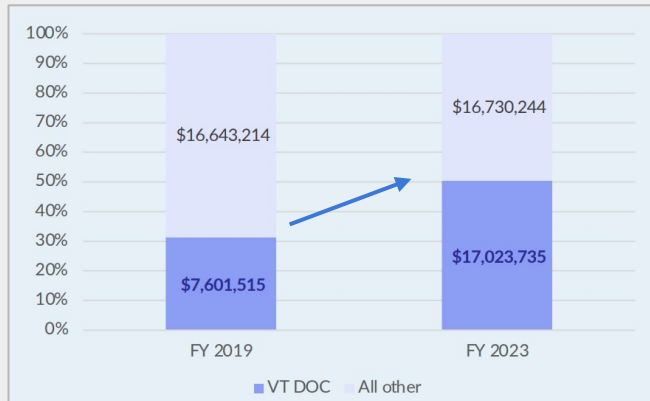
Budget Items

Staffing Costs

General Fund dollars invested in DOC side letters above appropriations last 3 years:
\$30M

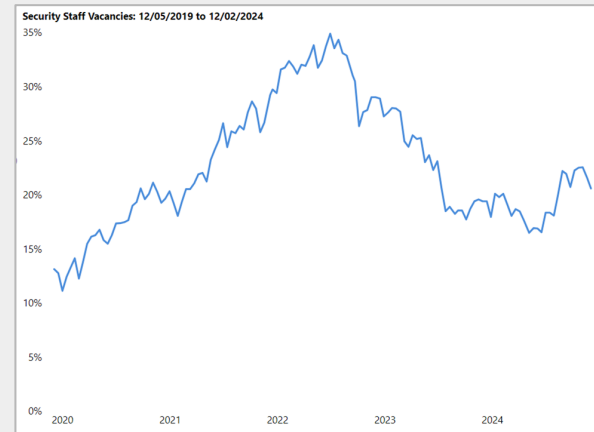
Overtime

DOC's share of state OT costs
increased 20% in last five years



Staffing Vacancies

Vacancy trends began in 2015, accelerating during pandemic



Topline Budget Items: Staffing

CBA changes cost contributors:

Security Differentials

- \$2.00 per hour security differential supplement to base hourly compensation.
- Added to hourly rate before overtime is calculated.
- Eligible employees include listed security positions and employees who fill in for listed security positions.

Shift Differentials

- Established 12-hour shift schedule. Overtime calculated after 40 hours.
- All shifts now eligible for applicable shift differential.
- Differential added to hourly rate before overtime is calculated.

Pay Chart

- Reduces time on step after completion of probationary period for steps 2 through 9.
- Employees move through the steps faster, increasing salary annualization year over year.
- Incentivizes retention and longevity within all ranks.

Topline Budget Items: Health

Medication Trends

- Population receiving medication: **96%**
- Receiving psychotropic medications: **59%**
- Average number of medications: **5.5**
- Receiving Medication for Opioid Use Disorder (MOUD): **Two-thirds**

Health Trends

- **~1,000** individuals w/ diagnosed chronic illness
 - **88%** of the average daily incarcerated population
 - **47% increase** from 2015 to 2022
- Total ED visits by incarcerated individuals in 2024: **650**

Wellpath Contract Total Cost (three years): **\$113,524,464**

Federal Grants

- **CCV** – Includes two limited-service positions
 - Ends 8/30/26
 - Balance: \$789K
- **PREA** – Compliance & training
 - Ends 3/31/25
 - Balance: \$184K
- **ARES** – Vocational Training Program design & implementation
 - Ends: 9/30/25
 - Balance: \$490K
- **Second Chance** – Vocational Training & Employment Services
 - Ends 9/30/25
 - Balance: \$850K

In progress: \$1.88M congressionally directed spending package from Senator Welch for community-based Turning Point peer recovery coaching in correctional facilities

1115 Waiver: Medicaid Reentry Project

Key Context

- 1965 Social Security Act **explicitly prohibits incarcerated individuals from receiving Medicaid** except in rare cases
- Vermont received **approval from Biden administration** in 2024 to pursue 1115 waiver
- Initiative driven by **AHS interdisciplinary team**

Implementation

- Beginning January 1, 2026, Medicaid restarts **90 days prior** to sentenced individual's release
- All savings to be reinvested into health services
- Federal capacity building funds to **modernize** MMIS (DVHA claims processing system)





Questions?



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Appendix

DOC Community Investments

This year, DOC allocated more than **\$11,000,000** in community-based services, programs, and alternatives to incarceration, including:

- **\$6,364,748** for transitional housing (Pathways, Burlington Housing Authority)
- **\$3,706,338** to Community Justice Centers across Vermont
- **\$1,060,000** for community recovery centers (Turning Points) for in-reach recovery coaching at all correctional facilities and probation and parole
- **\$714,516** granted to CRCF providers (Vermont Network DIVAS program, Vermont Works for Women, Lund Kids-A-Part, Mercy Connections) for trauma-informed counseling, mentoring, child visitation, vocational training
- **\$240,952** for Jenna's Promise reentry support, housing-first recovery model, and vocational training