



# Department of Corrections

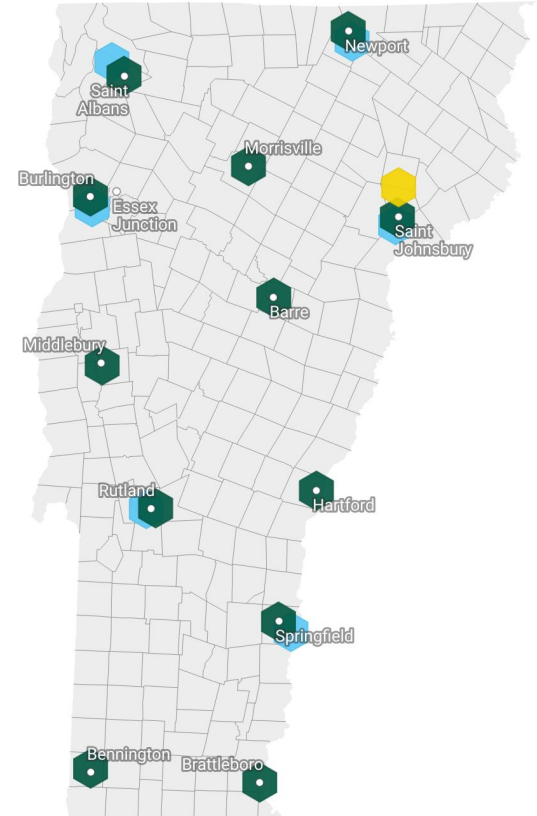
## Infrastructure

# Footprint Overview

- **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**
- Staff: **1,124**

## Vermont DOC Sites

■ Correctional Facility ■ District Office ■ Correctional Academy





# Vermont Correctional Facilities

# Chittenden Regional Correctional Facility

## Overview

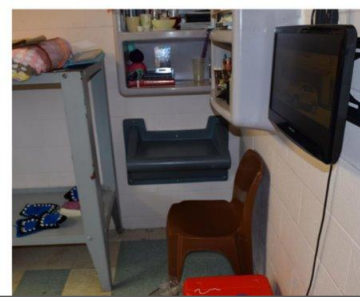
- Located in South Burlington
- Vermont's only female facility
- Houses up to 177 individuals
- Built in early 1970s as male detention setting

## Financials

- Nearly **\$4M/year** in upkeep
- **\$12M** in deferred maintenance



# Chittenden Regional Correctional Facility



# Marble Valley Regional Correctional Facility

## Overview

- Located in Rutland
- Dates to 1970s
- Same floor plan as St. Johnsbury
- Anchored by historic wall, constructed with local marble, which dates to original prison built in 1878
- Primarily houses detainees for Bennington, Rutland, Addison counties
- Special unit for juvenile housing if needed
- Capacity for about 140 individuals





# Northeast Correctional Complex

## Overview

- Located in St. Johnsbury
- Dates to 1970s
- Same floor plan as Marble Valley
- Primarily houses detainees for Caledonia, Orange, Washington, Lamoille counties
- Includes separate “work camp” structure



# Northern State Correctional Facility

## Overview

- Located in Newport
- Completed in 1994
- Largest facility in Vermont w/ 433 individual capacity
- Detains individuals for Orleans and Essex counties
- Larger infirmary space
- Violent offender programming
- Limited programming, recreation flexibility





# Northwest State Correctional Facility

## Overview

- Located in St. Albans
- Holds federal detainees and serves as closest detention facility for Burlington/Chittenden County
- Also holds detainees for Franklin and Grand Isle
- Primary site for sex offender treatment



# Southern State Correctional Facility

## Overview

- Located in Springfield
- Completed in 2003 (newest facility)
- Holds detainees for Windham and Windsor counties
- Largest infirmary, includes hospice
- Houses acute mental health, medical, and older populations
- Honors Unit
- PRIN pilot facility
- Coffee shop



# Major DOC Infrastructure Needs



## Capital Bill Requests

- HVAC installation across four unairconditioned facilities
- Women's facility replacement
- ADA compliance upgrades

## Additional Infrastructure Projects

- Safety and security repairs/enhancements
- Northwest booking expansion
- Roof repairs
- Wi-Fi



# Questions?



# Contact

**Isaac Dayno**

**Executive Director of Policy**

**(802) 793-4392 • [isaac.dayno@vermont.gov](mailto:isaac.dayno@vermont.gov)**

**Haley Sommer**

**Director of Communications & Legislative Affairs**

**(802) 793-9075 • [haley.sommer@vermont.gov](mailto:haley.sommer@vermont.gov)**

**Constituent Services**

**[ahs.doconstituentmanagement@vermont.gov](mailto:ahs.doconstituentmanagement@vermont.gov)**





# 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)