



VERMONT DEPARTMENT OF CORRECTIONS



2012 REWARD & RECOGNITION



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MANAGER OF THE YEAR

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**GREG HALE, SUPERINTENDENT
NWSCF**

Last July Greg became the Superintendent of the Northwest State Correctional Facility. His leadership and experience played a key role in the transition of the Northwest State Correctional from an all female facility to an all male facility. He was instrumental in moving a total population of 300 male and female inmates from the Chittenden facility to the Northwest facility, in just 2 days with virtual no security issues or breaches. Since he has become the Superintendent, he has made many

positive changes to the facility and in December was a key player in the facility passing the Security and Compliance Audit and at the time received the highest score. In the year that he has been the Superintendent, he has adjusted the staffing matrix and changed some local policies and by doing this, he has made the facility a safer place to work for both the inmate population and the staff. With some of those changes that Greg has put in place, the facility is projected to finish the year with a surplus in our payroll allocation to the tune of almost \$500,000.00.

SUPERVISOR OF THE YEAR

2012
STATE OF VERMONT
AGENCY OF HUMAN SERVICES
VERMONT DEPARTMENT OF CORRECTIONS



GREG YOUNG, CFSS

NWSCF

Greg has proven himself a great team leader and supervisor within the Northwest State Correctional Facility. He takes on any task that is asked of him. In addition to his normal shift supervisor responsibilities, he oversees major portions of the buildings security such as key control, equipment control and security audit oversight. His knowledge of the building, its staff and operations is outstanding and serves him well in getting things done quickly and correctly.

Recently when the Security and Operations Supervisor (SOS) was out on medical leave, Greg assumed all of his responsibilities including scheduling, supervision of the other supervisors, oversight of all of the security staff, and the operations of the building. Greg proved to be ideally suited to the task. His outstanding organizational skills and his drive to get the work done made sure that everything was covered seamlessly. During this time, the facility had just completed a security audit.

Greg was responsible for creating new systems and inventories to bring the facility into compliance. He performed in these areas without complaint and did an excellent job.

When the SOS returned he was able to pick up where Greg left off without having to catch up any back log.

SUPERVISOR OF THE YEAR

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CHERYL ELOVIRTA
BURLINGTON P&P

Cheryl is extremely knowledgeable in substance abuse field and knows all aspects of the department. She goes above and beyond her role as a supervisor to support each individual on our team not just with our work but personally as well. Cheryl is readily available and provides direct answers or solutions. She offers positive feedback. Cheryl defines supportive supervision she is a teacher and when you walk away from a discussion with her, you were not told, rather you learned. Cheryl's door is always open, she talks with

you and decisions are made together. Because of Cheryl, our group is a team.

SUPERVISOR OF THE YEAR - TEAM AWARD

2012

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LESA TROWT

BRATTLEBORO P&P

LYNN BUSHEY

ST. JOHNSBURY P&P

Both of these women are dedicated, hard-working professionals who routinely go above and beyond in their daily work. However, in the past year, they have distinguished themselves in a new and significant way.

Lesa and Lynn enrolled in the AHS Leadership Development Program, which they completed in June of 2011. They chose to work together on a project,

which they felt would benefit the Department of Corrections. Their goal was to develop an interagency protocol for the speedy issuance of benefits through Economic Services to Vermonters re-entering the community from incarceration. The existing situation was that offenders could not apply until they were on the street. However, the application process was time-consuming, and benefits were not immediate. As a result, offenders without food had to wait days, if not weeks, for food stamps, and offenders with medical and psychiatric needs were not able to access vital medications or treatment until their eligibility for VHAP was approved. These time lags caused added problems for offenders in the early stages of re-entry, and sometimes contributed to their failure in the community and their return to incarceration.

Through many months of diligent effort, offenders are now able to pre-apply for benefits during their last weeks of incarceration. They can be granted health care eligibility effective the day of their release. Further, they will be given an EBT card for food stamps, with the card activated and containing their benefit amount by 6:00 AM the day after their release.

Through their hard work and persistence, Lesa Trowt and Lynn Bushey have created a system which provides disadvantaged Vermonters with benefits more efficiently, and which at the same times reduces the likelihood that those individuals will return to incarceration. They have saved taxpayer money while at the same time reducing human misery.

CORRECTIONAL OFFICER / CCO / CSTL OF THE YEAR

2012
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RUSS CORBIN, COII

SSCF

COII Russ Corbin serves as the Work Crew Officer for SSCF. This year, he received a Letter of Merit from Superintendent Potanas and was selected as Employee of the Month for excellent performance, inspirational work ethic and outstanding approach to the job.

His dedication is an example to all staff. He completed a significant amount of work in preparing for our audit and was an instrumental part of our success. He has provided SSCF with services that have proven to be very cost effective. He does all of this with a positive attitude.

CORRECTIONAL OFFICER / CCO / CSTL OF THE YEAR

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KYLE BECKWITH, COII

SSCF

COII Beckwith serves as the Training Officer for SSCF. He is highly motivated and much invested in his work and the success of the facility. His excellent efforts regarding training help to maintain a high standard of performance throughout the facility. His efforts in recruitment and retention go above and beyond. Not only has he been able to find sheer numbers of new recruits, but he also has located a significant number of extremely high quality recruits. His attitude and devotion to getting the job done are apparent and is driving force to his accomplishments

CORRECTIONAL OFFICER / CCO / CSTL OF THE YEAR

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KEVIN PECK, CCO
RUTLAND P&P

CCO Kevin Peck is a 32-year DOC staff member, currently stationed at RUPP. He is an outstanding employee and brings high integrity to the CCO ranks. Kevin currently oversees electronic monitoring, Home Confinement and Home Detention supervision, Disciplinary Hearings and escape packet information gathering, review and presentation to our local SA's office. Beyond these "extra" assigned tasks, Kevin fulfills all the routine, day-to-day

operational duties of a CCO. He is well respected among his peers, has a great sense of humor and is someone that you never need to trail to see if the job was done. He is thorough and always wants the end product to be right, and represent this office, and DOC in a positive light. If an error is detected in our daily headcount report, he will not leave the office until it is located and corrected. He has put in extra time beyond his scheduled work hours to fix a problem and never complains nor asks for further compensation. He is a role model to the offenders and treats them with fairness and respect. He will go out of his way to help an offender get through a difficult time, find employment, talk with them or offer support. He also is very clear, authoritative and direct, when the time arises to confront inappropriate behavior or to take an offender into custody. Kevin provides valued feedback to supervisory staff and does not allow his emotions to interfere. He is sought out by the supervisory staff for input. He has developed excellent relationships with criminal justice partners. He deserves to be recognized for outstanding work.

CORRECTIONAL SERVICES SPECIALIST (CSS) OF THE YEAR

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RICHARD EKROTE
RUTLAND P&P

Richard Ekrote is being honored of the professional work of he does every day. Rich approaches every case assignment with an exceptionally high professional and compassionate methodology. Rich utilizes a very humanistic case management set of principles; believing in the worth and dignity of every offender client. Rich goes way beyond the job description of his position to ensure the opportunity for success is facilitated for each person on his caseload. His day-to-day interactions of client support and encouragement no doubt make a substantial difference in the lives of everyone on his caseload. The Rutland office of Probation and Parole fully supports the recognition of this outstanding employee. Rich emulates the very values and professional principles that the Department of Corrections and the Agency of Human Services hopes to foster throughout their organizations.



CORRECTIONAL SERVICES SPECIALIST (CSS) OF THE YEAR

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DAWN FLUERY

BARRE P&P

Dawn is a highly respected member of our staff. She started out as a Clerk and has worked her way up to her current position of Probation Officer. In her years of service to the State of Vermont, Dawn has consistently received outstanding evaluations. What makes her stand out from her other excellent co-workers is her steady consistency and dedication to the clients she serves. Dawn currently has a caseload of men and women who suffer from the effects of substance abuse and their own poor choices. She manages this caseload with discipline and fairness;

always considering the implications that her own decisions will have on the offenders, victims, their family members and the community at large. She is heavily invested in providing services to the people of this State and I have always been proud of her abilities and accomplishments.

CORRECTIONAL SERVICES SPECIALIST (CSS) OF THE YEAR

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KAT TKACZYK

BRATTLEBORO P&P

Kat Tkaczyk began working for the Department of Corrections in 2001 as an Administrative Assistant. Her work was extremely thorough and it was obvious that she was an asset to this Department. She was then promoted to a Community Correctional Officer position. She handled even the most challenging situations with a firm but fair approach. Eventually she was promoted to her current position as a Probation and Parole Officer. Kat displays the qualities most offices wish for in an employee. Despite

changes in the community, the Court system and our Department, Kat is still able to assess all needs and make the best decision in any given situation. Kat is self-directed, yet comfortable seeking advice when it is needed. Kat comes to the table with resolution options and once a decision is made, she hits the ground running to implement the given course of action. She is a leader by example and a great asset to the Vermont Dept. of Corrections.

A

ADMINISTRATIVE SUPPORT SERVICES EMPLOYEE OF THE YEAR

2012

STATE OF VERMONT

AGENCY OF HUMAN SERVICES

VERMONT DEPARTMENT OF CORRECTIONS



KRISTY HETZEL, ADMIN. B

VTPSA

Kristy is an extremely hard working, intelligent, and creative addition to the VTPSA staff. She is often the first contact that people from the community have to the office and the program. Her very positive and helpful attitude allows people to feel welcome despite the painful matters that bring them to contact this office. Kristy creatively handles problems and works diligently to see that all matters are followed up on.

Her works covers a wide spectrum of skills and she handles each with finesse. She deals with a variety of personnel –other DOC staff, contractors, the public-and all are handle graciously.

One of her greatest strengths is her lively sense of humor. The atmosphere in the office is uplifted by her genuine ability to infuse humor in even the darkest of situations. At the same time, she has great compassion for those who are in pain and will reach out to give them support.

SUPPORT SERVICES EMPLOYEE OF THE YEAR

2012
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**MAUREEN ADAMS,
FINANCIAL SPECIALIST II
CENTRAL OFFICE**

"Through quiet perseverance, the longest strides are made" This sums up Maureen Adams to a T. The quiet and diligent manner in which she performs her many prescribed tasks, and often the many tasks of others, has made her a loud and present force in the Department of Corrections Business Office. Maureen has exhibited a never ceasing ability to grow, change and leads without hesitation or request.

Maureen's main function as a Financial Specialist II, supporting many of the Departments Probation & Parole offices does not begin to encompass her many daily roles. From training and developing new employees, to taking on extra tasks, short term and long term in stride, Maureen does it while keeping the mission of the department at the forefront. Her exemplary work ethic has helped shape the re-organization of the Business Office and define her position.

R

ECOGNITION OF EXCELLENCE

2012
STATE OF VERMONT
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GERALD SCHARTNER, VCI PROGRAM CHIEF NSCF

In 2008, Vermont Correctional Industries was in serious financial trouble. To put a number to it, the fund was \$480,000 in the red. The Administration recognized that the hemorrhaging had to stop and instituted some major changes. In 2010, in the midst of the economic downturn, VCI began to gain ground on its deficit. Jerry presented a plan for the Print, Sign and Woodshops to be co-located in Newport. He moved the home of the truck to Newport. He began researching an industry for St. Albans to support the need for employment there after the Print Shop was moved. A new delivery truck was purchased for VCI. In 2011, VCI 'broke even' or as close as one gets in State government.

FY 2012 has brought a new dilemma for VCI – business in all shops is booming – sales for all shop are up 40% over last year:

The Sign Shop and License Plate Shop have produced 50,000 Vermont Strong Plates for VCI

The Wood Shop is running at full tilt with production at or above 2006 levels – enough so that there is one sales representative assigned full time

The Sign Shop also produced over 2,500 signs for AOT to support Irene recovery efforts

The Print Shop, once considered a lost cause, is now running with a full crew and thanks to the Staff and support from the Governor's office, on target to break even...quite a feat!

**Sign shop brought national acclaim to the Department through its creativity in Police Decal production. This was PRICELESS.

Jerry Schartner exemplifies the quality employee that any origination would be proud to have. His quiet, steady management style brings integrity and honor to the employees and programs of DOC. He is never afraid to take on a new challenge or think outside of the box. His

determination, initiative and work ethic are to be admired. His service to the State is greatly appreciated.

R

ECOGNITION OF EXCELLENCE

2012
STATE OF VERMONT
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**MARY NELSON,
CHSVT SPECIAL
EDUCATOR**

NSCF

Mary is the consummate professional, who exemplifies the word teacher. She models what it means to be a lifelong learner to everyone she comes in contact. Mary challenges people to dig deep inside themselves to find the very best and is always the first to celebrate successes. Mary Nelson's students would describe her as tough, patient, helpful and proud of their accomplishments. Mary Nelson's colleagues would describe her as professional, creative,

innovative, caring, etc., the list goes on. There is one thing that everyone knows about Mary – she loves what she does!

Mary is an educational leader who is deeply committed to being the best that she can be. She has invested her time and energy into the Community High School of Vermont serving on committees and in work groups, attending professional development sessions with her colleagues, serving as a mentor for many new teachers and administrators. She has been sought out by State and National groups to speak and work on projects due to her deep knowledge base in the areas of Habits of Mind and special education.

Mary's love of people transcends all that she does. Her belief in each person as a capable individual is honest. Mary's skills, dedication and commitment to the students of CHSVT her colleagues in Newport and around the state is greatly appreciated and humbly honored.

CORRECTIONS' TEAM OF THE YEAR

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STATE OF VERMONT
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NWSCF AUDIT TEAM

GREG YOUNG, MATTHEW BROUILLETTE, KIMBERLY GILPIN, KATRINA JANGRAW, JODI BARRIERE, AND RODNEY ST. DENIS



The Northwest State Correctional Facility was notified in November that it was going to be the subject of a Security and Compliance Audit in early December. The facility tries to be ready always for an audit but with this audit came a change in what the auditors wanted for proof

documentation and what the audit files needed to look like. This required a complete rebuilding of files and proof documents in a very short period of time.

The audit team was formed of members recommended by the supervisory and management teams of the facility. By the time it was formed and they could be covered in their regular shifts, the team had approximately 2 weeks to rebuild the system.

In two weeks time this team rebuilt 110 audit files and processed proofs for approx. 1100 specific points. They also tested key systems to assure we were operating correctly, they reviewed all of the facilities 100 local procedures and post orders to ensure compliance with the language.

They did this through working long hours and digging through countless stacks of paperwork. They worked as a cohesive team and together did an immense amount of work in a very short period of time. To accommodate the work many of them agreed to temporary changes in their shifts and work assignments.

In the end, the facility only failed a total of 4 standards. This was, at the time, the best facility score in the second round of audits.

C **OMMUNITY SERVICE AWARD**

2012
STATE OF VERMONT
AGENCY OF HUMAN SERVICES
VERMONT DEPARTMENT OF CORRECTIONS

AWARD CRITERIA

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).



PAUL BROSSIEU, WORK CREW FOREMAN SUP

SESCF

As you are aware on August 28, 2011 Tropical Storm Irene made its way through the State of Vermont, unlike the flooding that we had in May of this year, Southern and Central Vermont experienced a significant amount of damage from this storm. At the Direction of the Commissioner of Corrections the Vermont Offender Work Program, at Southeast State Correctional Facility immediately went into the response phase throwing all of their efforts towards clean up and recovery. This work program falls under the responsibility of Paul Brosseau and under this direction; Paul immediately began offering assistance to local Towns, State Agencies and Non Profit organizations. As you will see in the

outline below, Paul contacted everybody he could get on the phone to offer assistance. During this time, Paul worked tirelessly in his efforts to assist the surrounding communities while traveling around the region to view the need areas where our crews would be working and meet with those needing our assistance. At first there was not a lot of assistance needed that our program could provide based on the need for heavy equipment, etc. However, as time went by the need for laborers and clean up increased and Paul found there was plenty to help with. Based on his efforts in contacting everybody within our region he could respond almost immediately.

As the weeks unfolded, the request for services increased and the need became such that we could begin to throw all our efforts into assisting with it. Paul went to work on this mandate

showing tireless devotion to helping his fellow Vermonter's in every need area proposed. If the task did not meet the traditional role of our work crews, Paul would break it down until he fleshed out the work that we could contribute to.

Paul did all of this plus what is outlined below, while his own yard was eroding and his own home was at risk.

To say Paul presented a herculean effort in response to the Commissioner's call and on behalf of the Vermont community would be most accurate. Paul is a selfless, committed and tireless employee who gives of himself freely and at times must be told to call it a day and I thank him as his supervisor.



MEDAL OF VALOR

2012

STATE OF VERMONT

AGENCY OF HUMAN SERVICES

VERMONT DEPARTMENT OF CORRECTIONS

AWARD CRITERIA

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.



DOUGLAS OLIVER, COII

NSCF

On the morning of 25 May, 2011 COII Douglas Oliver was conducting Dining Hall coverage at the Northern State Correctional Facility when a highly agitated inmate entered the area with a weapon and began to slash the face of another inmate who was seated eating breakfast. Officer Oliver immediately alerted his co-workers via his radio and made his way to the scene of the ongoing assault. Officer Oliver began giving both offenders clear and concise verbal direction. The aggressor refused to heed Officer Oliver's direction and began to run towards the exit of the dining area. Officer Oliver believing the fleeing offender might do harm to others pursued the retreating offender and was able to effectively employ Non Lethal Use of Force techniques and bring the offender to a controlling surface thus

safely bringing an end to this rapidly evolving volatile situation.

The selfless actions of COII Douglas Oliver are truly commendable, reflect great credit upon himself and are in keeping with the high professional standards of the Vermont Department of Corrections.

COII Oliver's Supervisor, Bob Arkley, states the following, "I feel very strongly that if COII Oliver had not reacted in the way he did and had not taken the immediate actions he took, it is very likely that additional inmates and staff may have been injured. I have taken the liberty to attach a photo of the inmate who was assaulted. He was transported to our local emergency room where he required 48 stitches to close the laceration."

Created by Mark Shelton and Ross Farnsworth for the Vermont Department of Corrections



MEDAL OF VALOR

2012

STATE OF VERMONT

AGENCY OF HUMAN SERVICES

VERMONT DEPARTMENT OF CORRECTIONS

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STANLEY WOOD, JAMES SEAVEY CFSS

IAN KIBBE, LLOYD LARENDEAU COI

LARRY RUFFINS COII SSCF

On 8/23/11, SSCF staff responded to the aid of Inmate Phillips who had seriously injured himself with a handmade weapon. This injury resulted in arterial blood flow and the need for a tourniquet. The inmate had initially refused medical care, had a weapon, and the scene was contaminated with a large amount of blood. A delay, even of seconds, could have resulted in this inmate's death. Despite the risk to their own health and

safety, correctional staff secured the scene and administered appropriate emergency care, stabilizing the inmate until emergency services could respond. These actions saved the inmate's life.

PRESERVATION OF LIFE AWARD

2012

STATE OF VERMONT

AGENCY OF HUMAN SERVICES

VERMONT DEPARTMENT OF CORRECTIONS

AWARD CRITERIA

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.



ANTHONY CONNOLLY CCO

CRCF

On January 7, 2012, Officer Anthony Connolly of CRCF, in performing his duties as a CO I found an inmate hanging by the neck from a shoestring. He immediately called for assistance and went about dealing with the life-threatening situation ultimately holding the inmate's dead weight to keep her from choking to death until the shoestring could be released from the bunk it was tied to and the inmate could be lowered to the floor.

P RESERVATION OF LIFE AWARD

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STATE OF VERMONT
AGENCY OF HUMAN SERVICES
VERMONT DEPARTMENT OF CORRECTIONS

AWARD CRITERIA

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.



SCOTT ISENR
ACFSS

STEPHEN RIENDEAU
COII

JASON SCOTT COI
SSCF

On February 20, 2012, COII Riendeau found Inmate Harris, Donald hanging and unresponsive. COII Riendeau radioed for assistance and took immediate action to remove the shoelaces from Inmate Harris's neck. With the

assistance of ACFSS Isenor and Nurse Charlene Kolenda, Inmate Harris was checked medically and moved to a more secure location for placement on suicide observations. This was a significant suicide attempt by an inmate with a history of such attempts. Because of the timely intervention of the above referenced staff, serious injury or hospitalization was avoided.

P RESERVATION OF LIFE AWARD

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AWARD CRITERIA

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MICHAEL ARACE
CFSS

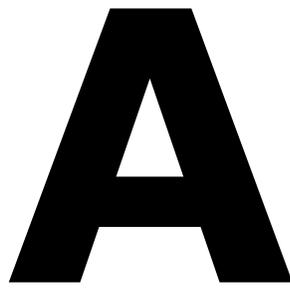
ANTHONY
GIORDANO COII

RANDALL CHALEFF,
DAVID LOOMIS,
JACOB MAKI,
STANLEY
PISKORSKI, JR
COI

SSCF



On April 23, 2012, COII Riendeau and COI Maki entered Foxtrot Unit at SSCF discovering an inmate unconscious with a noose tied around his neck. Immediately calling 10-33, the first responders were COI Loomis and COI Piskorski. COI Piskorski began CPR. CFSS Arace arrived at the scene and instructed COII Riendeau to remove an inmate from the scene. CFSS Arace also called for an ambulance. COI Chaleff arrived on the scene and took over CPR from COI Piskorski. CFSS Arace repositioned the inmate's head and cleared the airway. Medical Staff along with COII Giordano arrived and continued life saving measures. The inmate was transported by ambulance to the hospital and remained in critical condition.



ANNIVERSARIES OF STATE SERVICE

2012

STATE OF VERMONT

AGENCY OF HUMAN SERVICES

VERMONT DEPARTMENT OF CORRECTIONS

20 YEARS



Kathleen Boyens
Michael Doheny
Anthony Martel

Cullen Bullard, Jr.
John Duling, Jr.
David Olson

Nicholas Burnham
Darrin Gannon
Andrew Pallito

Edward Cole, Jr.
Donna Green
Norah Quinn

A NNIVERSARIES OF STATE SERVICE

2012
STATE OF VERMONT
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VERMONT DEPARTMENT OF CORRECTIONS

25 YEARS



Leonard Chase	John Cook	Anne Cote	Robin Frazier
Alan George	Clint Glover	Christopher Hammitt	David Jankowski
Mark Jones		Barbara Lester	Laurie Mumley
Susan Ransom-Kelley		Mark Shelton	Robert Ziccardi

A NNIVERSARIES OF STATE SERVICE

2012
STATE OF VERMONT
AGENCY OF HUMAN SERVICES
VERMONT DEPARTMENT OF CORRECTIONS

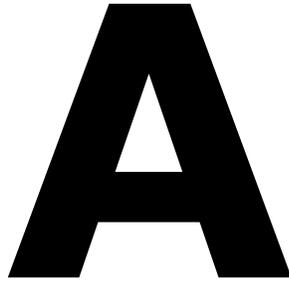
30 YEARS



Roderick Bates
Stan Grabowski

David Call
Steve Henry

Meroa Benjamin
Tammy Kennison



ANNIVERSARIES OF STATE SERVICE

2012

STATE OF VERMONT

AGENCY OF HUMAN SERVICES

VERMONT DEPARTMENT OF CORRECTIONS

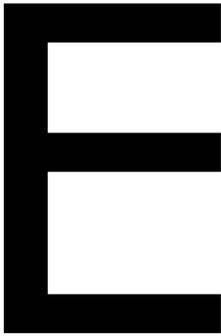
35 YEARS



Rose Aronson

Mel Chamberlin

John Cannon



XTRAS

PHOTO ALBUM

Thank You Scott for you many Excellent photos

SLIDE SHOW

An easy way to view all the photos

VIDEO RECORDINGS OF THE EVENT

To view online must follow this link to view video

<http://youtu.be/Doo2M1OSih8>

CREDITS AND THANK YOU'S

Special Thanks to Michaela Hammond, Ross Farnsworth, William Cathcart, Jennifer Sprafke, Heather Simons and Kim Gorton for all the work leading up to and during the event.

Saving a Place at the Table – DOC Victim Services along with Angie Stewart and John Cross - CHSVT for their displays. Montpelier Elk's Lodge & Majestic Trophy, Newport, Vt.

Eugene McCormick, (Musician Extraordinaire) for the entertainment prior to and during the event. Chris Cosgrove and the SSCF Culinary Program for the bakery items.

Also, thanks to Commissioner Pallito for his support of employee recognition and for all those who made the nominations . . . and thank you to all the DOC Staff, Volunteers, Service Providers and other partners!

Moreover, a **Very Special Thank You** to Mark Shelton for his work and dedication to coordinate this great event and for making it as enjoyable as possible.