

VERMONT DEPARTMENT OF CORRECTIONS



2014 REWARD AND RECOGNITION

NARRATIVES

HONOREES

MANAGER

Stuart Gladding

SUPERVISOR

Caroline Marsh

David Woods

CO/COII CCO/CSTL

Ed Cole

CSS

Amber Charbonneau

Jennifer Kent

Brad Dansereau

**ADMINISTRATIVE SUPPORT
SERVICES**

Vickie Garfield

SUPPORT SERVICES EMPLOYEE

Jonathon Leibold

Donna Pratt

TEAM

**Southern State Kitchen
Crew**

Lindsay Dakers

Stephanie Small

PRESERVATION OF LIFE

NWSCF

LPN Tamie Berger-Rollo
CO/II Aaron Lester
CO/II Matthew Brouillette
CFSS Matthew Engels
CO/I Sarah Hunter
CO/I Ryon Schuller

SPPP

Doug Hayden

NERCF

Michael Bubar

MVRCF

Todd Russell

SSCF

CFSS Kevin Jenkins
LNA Heather Benson
RN Linda Roberts
LPN Heidi Porter
COI Daniel Berrincha
COI Jared Skliba
COI Laurie Whaley
COI Jodi Safford
ACFSS Stephen Riendeau
LPN Mindi Connor
CFSS Scott Isenor

MEDAL OF VALOR

NWSCF

John Meshna

SPPP

Doug Hayden

NERCF

Michael Bubar

STAFF OF THE YEAR

MANAGER

STUART GLADDING

Stuart has created a strong and positive work environment within St. Johnsbury Probation and Parole, resulting in hardworking and very competent staff. He is very informative, fair, and well connected to the courts, attorneys and DOC players. Stuart's door is always open. He is willing to help and listen to his staff and fosters an environment of partnership and support. He utilizes opportunities as learning experiences/teaching moments for his staff. Stuart promotes personal and career growth by encouraging his staff to attend trainings and meetings as they become available. Stuart's method of implementing change is to do so through reason and logic.

SUPERVISORS

CAROLINE MARSH

Asst. Caroline Marsh is a teacher of many things. She has worked in each position that she supervises thus having knowledge she is always willing to share. Asst. Marsh enjoys a challenge, and rarely will say no if one is presented to her. Recently Asst. Marsh was accepted into two programs for Correctional Employees who perform above the line. The first is a National Institute of Corrections (NIC) Correctional Leadership Development and the second Vermont Certified Public Managers Program Class of 2016. She is a stickler for directives and uses these as tools in her teaching. She encourages and supports teamwork in both security staff and casework staff for the common goal of the facility and Department.

DAVID WOODS

David Woods is the Corrections Living Unit Supervisor at the Northeast Correctional Complex. He began his career in 1994 as a COI and over the years was promoted up the ranks to a COII, CSSI, CSSII and into his current position as the LUS at NECC. David continually goes above and beyond with all of his daily duties to include his communication with central office regarding the statewide transport team and the movement associated with that team being housed at NECC. He is an outstanding person and dedicated employee, who not only supports each individual on his team with their work but personally as well.

He is a valuable part of the team and exemplifies the department's values of responsibility, commitment, integrity, judgment, creativity, enthusiasm and compassion. He is a quite deserving of being recognized as the DOC supervisor of the year for 2014.

CSS**AMBER CHARBONNEAU**

As a Probation Officer supervising a Risk Management caseload of primarily women, Amber Charbonneau demonstrates superior quality in all aspects of her job performance, to include exemplifying leadership in areas where the Department has experienced inconsistent implementation and adherence to standards. An example is case co-management with caseworkers at CRCF, which includes weekly meetings with staff. She has been described as one of the most helpful POs in the State by that caseworker staff. Amber is also the PO Liaison with Northern Lights where staff recognize her being truly vested in the program and compliment her on having consistent, fair, and respectful interactions with the offender residents. That role includes her working collaboratively with all the Risk Management teams at this site. Amber is well respected and regularly receives accolades from the Parole Board, Courts and other agencies along with employees here, referencing her professionalism, teamwork, positive attitude and high quality of work. Amber is a true role model for other Probation Officers within the entire DOC.

JENNIFER KENT

PO Jen Kent works very effectively with victims, department of corrections staff, local law enforcement officers, the Department of Children and Families, the court and other community partners. Jen is professional, supportive, kind, yet firm in her approach to assisting clients in intervening and resolving crisis or potentially risky situations. She develops creative case plan and supervision strategies that meet the challenging needs of victims, the community, the department and clients. She sets clear expectations, supports and monitors the progress of men, women and juvenile offenders; many of whom have co-occurring disorders.

Jen works effectively with community correctional officers, sharing information when a client is having a difficult time, which may present risk and may require some extra support and field contacts; contributing to the safety of the clients, the staff, local law enforcement and the community.

BRAD DANSEREAU

Brad is an outstanding Probation Officer. Brad is a very hard worker and takes the time to familiarize himself with every case that is assigned to him. He incorporates the department's goals and mission into the work he does on a daily basis. Brad is conscientious about his work and compassionate in regard to his offenders and their needs. He is diligent in getting them to follow their conditions and programming requirements, while maintaining accountability. He is a team player, always willing to lend a hand when needed. He is respected by co-workers, supervisors and community partners.

CSTL

ED COLE

Ed is truly a valued member of the Rutland Probation and Parole Office. He has developed many relationships in the community and has consistently kept the community restitution program customers satisfied. He wears many hats within the CSTL role and always produces at a very high level. Ed is fair and consistent with the offenders. He works right along side the offenders when at a job site thus setting the work tone for the task at hand. Ed does not complain about the weather conditions or and other obstacles that may interfere with getting a task completed. He was out splitting wood with his crew on some of the coldest days this past winter. Ed has a very rounded DOC work history with experience in the facilities, as a CCO and now as a CSTL. He works hard and RUPP, and the DOC, is fortunate to have him on our team.

SUPPORT SERVICES EMPLOYEE

JONATHON LEIBOLD

Jonathan's role far exceeds his title of Training Coordinator. Jonathan is an established mentor, role model and supervisor for approximately 150 recruits each year at the commencement of their correction's career. His positive impact on new staff during their 8-week readiness training in turn has a positive impact on the department. Jonathan's leadership has helped carry the Academy through challenges in recent years after losing the previous training center to the flood and transitioning into our new Academy. The department benefits from Jonathan's dedication to recruitment, professionalism and preparedness. He is committed to the improvement of the academy, training, safety and professionalism of DOC staff.

DONNA PRATT

When Donna came into the position of Corrections Field Services Compliance Monitor about two years ago, the compact office was out of compliance in many areas. On our last audit by the national office, they noted significant improvement with our compliance. Donna has done a tremendous job bringing the Vermont Compact Office into Compliance. Every performance measure that is audited on by the national office improved. Some of the improvement was significant such as Transfers of Offender increased from 66% to 97%.

A crucial part of managing the Compact office is developing working relationships with both our staff in state and with other states compact offices. One of the main reasons for Vermont's increase in compliance is that Donna has fostered strong relationships. During her last evaluation period, she received high regards and respect from both Compact Supervisors from our local offices as well as positive feedback from the other compact offices from New England.

In addition to the compact, Donna is also responsible for quality assurance, compliance and data gathering. Donna has done a tremendous job in creating and monitoring field compliance in a vast number of areas.

ADMINISTRATIVE SUPPORT SERVICES EMPLOYEE

VICKIE GARFIELD

Several years ago, SJPP lost an administrative position as part of the re-organization of the Department's business function. Because of the incredible job that "Administrative A," Vickie Garfield has done of balancing the workload the effects to the office of losing a position has been greatly reduced. This provides a clear demonstration of her skill, work ethic and dedication.

Vickie is well known for her knowledge and attention to detail. She insists that all database entries are accurate often researching and correcting inaccurate information. Vickie's work goes the extra step working with Central Office and IT to overcome database limitations and ensure correct conviction, violation and case closure information is entered. Her knowledge of office history or time computation information makes her the go to person for staff or attorneys. It is for the above that Vickie was asked to work on the OMS project.

Vickie is the glue that binds the SJPP office together. Her ability to seamlessly handle numerous responsibilities allows the office to function smoothly. In addition, Vickie is a leader in creating office culture by providing cakes for office celebrations and tracking birthdays and anniversaries' ensuring each is acknowledged by all staff signing one of her handmade cards. Vickie generously supports the Relay for Life charity by donating her time and numerous hand decorated cakes and other baked items.

Based on her work ethic, dedication, attention to detail, and community work, Vickie Garfield sets a wonderful example for her peers throughout the Department of Corrections.

CORRECTIONS' TEAM OF THE YEAR

SOUTHERN STATE CORRECTIONAL FACILITY KITCHEN CREW

LINDSAY DAKERS AND STEPHANIE SMALL

Lindsay and Stephanie have set a new standard for the VT-DOC, offering a new program with real-world benefits to the participants. The Culinary Program has now prepared meals for three separate Leadership Institutes hosted here at SSCF, including the "Snelling Institute for Government." The participants in these functions were nothing short of amazed at what the students prepared. There are hours of classroom and kitchen work attached to this unique program as well as instilling enthusiasm in the students; not always an easy task in a prison environment. These two employees demonstrate a high level of commitment and are strongly motivated to achieve optimal results. They have proved to be a winning combination.

PRESERVATION OF LIFE

NORTHWEST STATE CORRECTIONAL FACILITY

- LPN Tamie Berger-Ro COII Aaron Lester
- COII Matthew Brouillette
- CFSS Matthew Engels
- COI Sarah Hunter
- COI Ryon Schuller

On June 28, 2013, an inmate in the segregation unit of NWSCF attempted to commit suicide by hanging himself with a sheet that he tied off the bars on the window of his cell. Nurse Berger-Rollo was on duty in the health center and responded to the emergency call. Nurse Berger-Rollo quickly took command of the medical portion of the incident by triaging the inmate and initiating life saving measures. She directed staff in what to do and maintained life saving measures until emergency services arrived on the scene.

According to the hospital and subsequent investigations, this inmate came extraordinarily close to losing his life. According to them, one more minute could have cost the inmate his life. It was only through the efforts of Nurse Berger-Rollo and the other staff that this inmate survived.

MARBLE VALLEY REGIONAL CORRECTIONAL FACILITY

- COI Todd Russell

On November 19, 2013, an inmate began choking in the chow hall. COI Russell immediately intervened and began administering the Heimlich maneuver. Due to COI Russell's situational awareness and rapid response, he was able to dislodge a large piece of food from the inmates' throat. There is no doubt by those who witnessed your actions you saved the inmates life.

SOUTHERN STATE CORRECTIONAL FACILITY

- CFSS Scott Isenor
- COI Daniel Berrincha
- COI Jared Skliba

Responding to an emergency call COI Jared Skliba and COI Berrincha discovered an inmate lying on the dayroom floor just outside of cell #2. The inmate's face was a dark purple with what appeared to be string or shoe laces wrapped and tied around his neck.

The inmate was struggling to breath. The shoelaces were too tight to get a CDT underneath so the officers used a key to cut through the shoelaces. The laces were then removed and the inmate began to breath.

SOUTHERN STATE CORRECTIONAL FACILITY

- COI Laurie Whaley
- COI Jodi Safford
- ACFSS Stephen Riendeau
- LPN Mindi Connor

On the 19th of September 2013, an inmate committed a serious act of self-harm by cutting with a razor blade. COI Laurie Whaley was conducting a unit tour as part of her OJT when she discovered the inmate bleeding and in distress. COI Whaley immediately called her training officer for assistance, and then additional staff responded. This inmate had multiple lacerations varying in length and depth, with 12 lacerations to his neck alone. COI Jodi Safford and ACFSS Stephen Riendeau immediately assessed the most vital lacerations and began to apply pressure to those wounds. LPN Mindi Connor arrived shortly thereafter and continued to assist in assessing and triaging the multiple wounds. EMTs were called and the inmate was transported to the hospital for emergency treatment. The inmate made a full recovery, which can be attributed to the aide rendered by these staff. The significance of these cuts was egregious enough that nursing staff had recommended a life-flight out of the facility.

SOUTHERN STATE CORRECTIONAL FACILITY

- CFSS Kevin Jenkins
- LNA Heather Benson
- RN Linda Roberts
- LPN Heidi Porter

On January 3rd, 2014, an inmate suffered a significant heart attack and collapsed in the Main Corridor. CFSS Kevin Jenkins immediately began to assess the inmate's state, initially thinking he was choking. After several moments of applying the Heimlich, it was apparent that the inmate was not choking despite his heavily labored breathing, which at one point appeared to have ceased. CFSS Jenkins, LNA Benson and LPN Porter then moved to applying chest compressions and CPR. RN Roberts arrived with the AED and delivered a shock followed by more CPR. The inmate was transported to the hospital via ambulance, where over the course of several days he made a full recovery.

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MEDAL OF VALOR**JOHN MESHNA****NORTHWEST STATE CORRECTIONAL FACILITY**

On July 15, 2013, FSS Meshna was working in the kitchen when an inmate purposely threw boiling water onto his back. The damage was significant and later required a great amount of medical care to heal the third degree burns.

The inmate then began to throw heavy stainless steel pans at him, subsequently damaging FSS Meshna's wrist significantly.

Despite what could only be called a savage attack FSS Meshna stood his ground and defended himself by pushing over a table and putting it between him and the inmate.

Once the inmate started to back away from the assault FSS Meshna advanced on the inmate and gave clear direction and orders to the inmate to lay down and place his hands behind his back. The inmate complied and responding staff arrived to assist.

To maintain composure and control of your environment and the situation in the face of such a debilitating assault showed outstanding courage.

MEDAL OF VALOR AND PRESERVATION OF LIFE**DOUG HAYDEN, CCO****SPRINGFIELD PROBATION AND PAROLE**

On April 24th while on routine duty in the Town of Bradford Doug Hayden came upon a roadblock by Police and fire Department personnel. After inquiring what was going on at the scene Hayden became aware that the Probationer had doused himself and his home with gasoline and was in a standoff with State police. The probationer was distraught over his wife leaving him earlier in the day. Hayden informed the commander on site that he had a good rapport with the Probationer and offered to assist.

After about ninety minutes of negotiating with a State police negotiator and mental health personnel to no avail, Hayden assisted law enforcement by approaching the house with Lt. Russell Robinson of VSP and Bradford Chief of Police Jeff Stiegler. When the Probationer noticed Hayden was in the yard he immediately became involved in a dialog. The probationer indicated during the negotiations that “ You are a good man and I trust you” after a lengthy exchange the Probationer agreed to voluntarily exit the home ending the standoff without need for any action by law enforcement.

MEDAL OF VALOR AND PRESERVATION OF LIFE

MICHAEL BUBAR

NORTHEAST REGIONAL CORRECTIONAL FACILITY

On July 17, 2013, CO II Michael Bubar responded to a 10-33 medical where an inmate had hanged himself in segregation. When Bubar arrived, medical staff was in the process of beginning life-saving measures but were struggling with utilizing the CPR masks. The inmate was unconscious, not breathing and foaming at the mouth. Bubar, without regard for his own safety, began performing mouth-to-mouth resuscitation with no mask or protective barrier. Bubar continued performing life saving measures for approximately 10 – 15 minutes until EMTs arrived on scene. Bubar’s actions that day ultimately saved the life of that inmate.

COMMUNITY SERVICE AWARD

LUKE CASEY

SOUTHERN STATE CORRECTIONAL FACILITY

This individual began his DOC career 13 years ago working at Rutland, St. Albans and ending up in Springfield. In 2007, he began an event to honor a fallen fellow correctional officer, and to this date, it continues to attract several DOC staff. This event now benefits other DOC members outside of this individual’s workplace. In the seven years of running these events, they have raised over \$5000 for DOC Staff and their families. Luke Casey has never wanted formal recognition for his efforts as he felt this event was never about him but rather about supporting DOC staff and their families.

ANNIVERSARIES

	20 th	25 th	30 th	35 th	40 th
1.	Annette Amyot	Maureen Adams	Scott Decatur	David Bellini	Debra Vigneault
2.	Robert Arnell	Lincoln Barbieri	Jill Evans	Eddie Earle	
3.	David Bovat	Roger Bean	Frederick Fleury		
4.	Paul Brosseau	Jamie Benneig	Alan Frost		
5.	Denise Caldwell	Lane Chester	Thomas Giffin		
6.	Robert Carroll	Phillip Damone	James Heath		
7.	Alan Cormier	Edwin van Dijk	Donald Nicoll		
8.	Anne Cosgrove	Christopher Dinnan	Laureen Shannon		
9.	Jeffrey Corrow	Eugene Gagner	Timothy Solari		
10.	Marcel Cote	Cynthia Harrington	Elizabeth Walker		
11.	Everick Danforth	Deborah Lambert			
12.	Mark Devins	Gregory Machia			
13.	Steven Dykeman	Maureen McIntyre			
14.	Ann Gosselin	Kathleen McLiverty			

	20 th	25 th	30 th	35 th	40 th
15.	Douglas Hanrahan	Terry Mosher			
16.	Susan James	Edward Narey			
17.	Jason Kennedy	Broni Plucas			
18.	Michael Lacoss	Donald Shaw			
19.	Maurice Laramee	Barry Wallace			
20.	Andre LeBlanc				
21.	Doug Lounsbury				
22.	Tina Lussier				
23.	Michael Lyon				
24.	Paul Major				
25.	Shannon Marcoux				
26.	David Miner				
27.	Michael Morley				
28.	Scott Morley				
29.	Brenda Murphy-Blacklock				
30.	Elizabeth Nuovo				
31.	Sharon Nykiel				
32.	Douglas Oliver				
33.	Mark Prest				
34.	Keith Randall				
35.	Charles Remick				

	20 th	25 th	30 th	35 th	40 th
36.	Stephen Russell				
37.	Andrea Smith				
38.	Michael Sweeney				
39.	Jon Sylvia				
40.	Kathleen Tkaczyk				
41.	Lesa Trowt				
42.	Stephen Wakefield				
43.	Heather Waterbury				
44.	Bruce Whipple				
45.	David Woods				