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### BAC-3642

<b>Board Name</b>	Community Corrections Board - Denver	<b>Status</b>	In Process
<b>Salutation</b>	Mr.	<b>Type</b>	Appointment
<b>First Name</b>	David	<b>Preferred Email</b>	davidm.johnson@state.co.us
<b>Last Name</b>	johnson	<b>Other Email</b>	davidm.johnson@state.co.us
<b>Contact Name</b>	David johnson	<b>Preferred Phone</b>	303-763-2444
<b>Middle Name</b>		<b>Other Phone</b>	970-580-9254
<b>MMAC Trans. Mode Group</b>			

#### Work and Home Address

<b>Work Address</b>	940 Broadway	<b>Home Address</b>	[REDACTED]
<b>Work City</b>	Denver	<b>Home City</b>	[REDACTED]
<b>Work State</b>	CO	<b>Home State</b>	[REDACTED]
<b>Work Zip</b>	80234	<b>Home Zip</b>	[REDACTED]

#### Additional Information

<b>Are you a registered voter?</b>	Yes	<b>Gender</b>	Male
<b>If so, what county?</b>	Arapahoe	<b>Other Gender</b>	
<b>Denver City Council District No</b>	N/A	<b>Race/Ethnicity</b>	Caucasian
<b>Occupation/Employer</b>	Colorado Department of Corrections	<b>Other Ethnicity</b>	
		<b>Objection to appointment?</b>	No
		<b>Special Information</b>	

#### Reference Details

<b>Reference Name #1</b>	Melissa Roberts	<b>Reference Email #1</b>	melissa.roberts@state.co.us
<b>Reference Phone #1</b>	303-763-2422		
<b>Reference Name #2</b>	James Falk	<b>Reference Email #2</b>	james.falk@state.co.us
<b>Reference Phone #2</b>	719-775-7600		
<b>Reference Name #3</b>	Susan White	<b>Reference Email #3</b>	susan.white@state.co.us
<b>Reference Phone #3</b>	303-763-2470		
<b>Owner</b>	Denver Integration	<b>Created By</b>	Denver Integration, 3/21/2018 10:41 AM
		<b>Last Modified By</b>	Denver Integration, 3/21/2018 10:41 AM

#### Notes & Attachments

Johnson Resume 3-2018.doc



David Johnson  
[REDACTED]  
[REDACTED]

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## **Leadership Focus**

Facilitate a team approach to accomplish well developed goals and objectives that are aligned with the agency mission, vision, and performance plan. Team members will be valued, well trained, empowered, and work collaboratively to fulfill organizational objectives.

## **Qualification Summary**

My career with the Colorado Department of Corrections spans 23 years and includes work experience with the division of adult parole, four different correctional facilities, five years of administrative leadership, ten years of managerial level work, and almost 20 years of supervisory experience. I possess practical knowledge in leadership roles that include specific skills in strategic planning, organizational development, correctional operations and systems, and human resource development. Most recently, my career focus has been devoted to leading the Denver Complex in organizational strategies that target risk reduction through comprehensive program design.

My strengths include the following:

- Developing and implementing organizational solutions utilizing overall human resource expertise.
- Improving organizational efficiency, controlling budgetary expenditures, and enhancing productivity.
- Ability to develop targeted interventions to address organizational deficiencies.
- Strong skills in employee management and team development.
- Ability to interpret broad multidisciplinary perspectives and relate them to individual components.
- Able to apply contemporary correctional practices to facility functions.
- Ability to knowledgeably interact with technical and non-technical employees.
- Work collaboratively with diverse groups across organizational boundaries.
- Keen ability to focus workforce on organizational mission and vision.

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## **Professional Experience**

**Deputy Director March 2017- Present**  
**Division of Adult Parole**

Provide oversight over the personnel, budget, and operational functions of the division of adult parole. Responsibilities include development and implementation of policies, procedures, and regulations and establish progressive goals and objectives; provide management and direction to senior level staff; function with broad department guidelines ensuring compliance with all applicable laws, legal actions, and orders which require strong interagency working relationships with state agencies, federal, county, local, private, and military law enforcement authorities; fulfill requirements of legal actions and life safety codes; progressively collaborate with internal and external constituents, legal officials, governmental, and non-governmental support agencies. Develop and implement the strategic planning process; provide oversight of correctional and community re-entry programs; ensure efficient and effective operational and human resource performance; develop, implement, and execute performance based outcome measures; provide analytical expertise in strategic planning and performance based outcome measures, identify areas for improved efficiencies and establish methods to implement and measure efficient improvement

strategies; serve the public employees and offenders with professional respect and dignity through interactions; ensure quality and responsible fiscal management of operational, personnel, and contract allocations totaling 52 million.

**Warden April 2014 – March 2017**  
**Denver Complex**

- Operate as the Appointing Authority of the Denver Complex which includes three correctional facilities (Denver Women's Correctional Facility, Denver Reception and Diagnostic Center, and the Colorado Correctional Center). Ensure safety and security of the public, staff and offenders by effectively and efficiently managing the Denver Complex. Duties include: designing strategies to inter-relate all custody and service delivery programs. Set and approve objectives, strategic plans, and performance measures for the Complex that support the department's performance plan goals. Ensure objectives are documented in a quality management plan and progress reported in quarterly reports. Ensure overall fiscal responsibility and responsible budget management of 4.4 million dollars in operating funds. Construct, review and approve policy for the facility and department to ensure legal defensibility, compliance with correctional standards, and state and federal law. Ensure quality response to critical incidents utilizing incident command principles. Provide command level direction in emergency and operative situations. Approve, obtain, and maintain human resource services. Oversee the creation and delivery of offender programming plan that are based in evidence based principles and best practices. Develop or produce new concepts, techniques or programs to address the needs of offenders considering the risk, need, responsivity model. Responsible for identifying, developing and executing practical courses of actions to reach departmental and facility goals and objectives. Provides overall correctional leadership to all facility staff. Collaborate with other facility Wardens, and other department leaders in providing in-reach opportunities within Re-Entry Living Units. Collaborate with Offender Service to effectively manage special populations. Oversee all aspects of the diagnostic process and assist in managing the jail backlog. Ensure budget requests, amendments, and contingency requests are completed that support improved facility functions. Establish a facility mission, vision and value statements. Expand self help/workbook based programming opportunities to address offender risk domains identified through CTAP. Promote a healthy work environment by providing effective leadership, professional communication, and timely sharing of pertinent information through all ranks in the facility. Develop and maintain sound professional working relationships with peers as well as internal and external stakeholders to ensure support for the department mission. Represent the department at quarterly Citizen Advocacy (CAM) and VOICES meetings. Ensure accountability in staff behavior and performance to ensure effectiveness and efficiency of institutional operation at all levels of the organization. Maintain a productive and healthy work culture. Ensure resources are committed to the development of future leadership for the CDOC and the professional development of employees. Resolve offender management, housing, and operational and systemic issues. Ensure the performance management program is effectively administered throughout the Complex. Administer corrective and disciplinary action as appropriate. Effectively manage organizational change through staff buy in and empowerment.

**Associate Warden August 2011 – April 2014**  
**Denver Complex**

- Administrate the day-to-day operations of the Denver Complex which includes three correctional facilities (Denver Women's Correctional Facility, Denver Reception and Diagnostic Center, and the Colorado Correctional Center). Duties include leading, supervising, and managing all operational areas within the three correctional institutions including custody/control (housing/security), physical plant, offender programming, support services (Food Service, Laundry), life safety, American Correctional Association standards, policy development, and ADA compliance. Other duties include ensuring fidelity of the performance management program, facilitate the professional development of 700 staff, administer disciplinary/corrective action when delegated, and cultivate a healthy work culture through quality training and staff empowerment. As a member of the management team, facilitate the development of the

management plan that outlines facility goals and objectives that are aligned with the department's strategic objectives. Review and ensure completion of monthly and quarterly reports. Oversee strategic planning and implementation of facility goals; monitoring progress through execution. Assist in project development and resource allocation. Cultivate a team atmosphere to ensure efficient project management. Review and develop policy that legally supports the effective and efficient functions of the facility. Oversee internal classification functions such security threat group identification and management, protective custody, offender classification, initiate multidisciplinary staffings for offenders with individual needs, and case plan development. Review and respond to staff and offender grievances and stakeholder complaints. Assess staffing levels and communicate needed adjustments to the Appointing Authority. Assist in the monitoring of the facility budget ensuring appropriate use of allocated funds. Assist in completing budget and contingency requests as needed. Review and develop project directives for needed physical plant alterations and improvements. Ensure effective and efficient communication is maintained throughout the organization to keep the workforce informed and engaged.

**Programs Manager April 2011 – August 2011**

**Limon Correctional Facility**

- This position provided direct oversight of the LCF programs, case management, academic services, and disciplinary functions. The position has performance management oversight, including recommending corrective and disciplinary actions when necessary, resolving and/or participating in staff grievances and participating in hiring boards. Recommend changes to department policy and procedure ensuring alignment with mission/vision/values. Responsibilities entail strategic planning, creation and monitoring of facility management planning, budgeting, and quarterly reporting. Operate as the Staff Duty Officer with appointing authority responsibility. Operate as chair to the facility classification committee, manage the STAR program, and processes Code of Penal Discipline appeals. Responsible for coordinating classification meetings, hearings, and answering offender grievances. Oversee the delivery and administration of academic and cognitive based education. Facilitated and monitored offender work and program assignments ensuring high percentage of participation by offenders.

**Custody & Control Manager September 2009 – April 2011**

**Limon Correctional Facility**

- Manage all Custody/Control operations for a close custody facility with a population of 951 male offenders. Responsible for the oversight of offender housing, security (external/internal), property, receiving/intake, intelligence, visiting, mail, special teams, Litigation Liaison and ACA compliance. Construct department and facility policies, Posted Operational Rules, and Post Orders that direct operation of these units. Complete and follow up on personnel documentation and actions, resolve formal/informal staff grievance issues, coordinate with the LCF management team to ensure that strategic planning, security, health, fire and safety standards are being met. Ensure quality emergency management procedures are implemented. Review use of force incidents and after action plans following major incidents. Operate as staff duty officer. Ensure performance management program was effectively administered by supervisors. Coach, mentor and train 175 custody control staff. Address security deficiencies through targeted corrective measures. Ensure fiscal responsibility and quality budgeting of the allocated funds to the custody control area.

**Custody & Control Manger March 2008 – September 2009**

**Sterling Correctional Facility**

- This position exists to manage all Custody/Control operations for a multi-custody facility with a population of 2545 male offenders. This position has global responsibility for the East Side Custody/Control operations to include housing, security, tool control, property, canteen operations, receiving/intake, intelligence, and ACA compliance. Makes recommendations to department policies, writes Operational Memorandums, Posted Operational Rules, and Post Orders that direct operation of these units. Completes and follows up on personnel

documentation and actions, resolves formal/informal staff grievance issues, coordinates with the Sterling Correctional Facility Managers to ensure that strategic planning, security, health, fire and safety standards are being met. Review use of force incidents and after action plans following major incidents. Operate as staff duty officer. Ensure performance management program was effectively administered by supervisors. Coach, mentor and train 183 custody control staff. Address security deficiencies through targeted corrective measures. Ensure fiscal responsibility and quality budgeting of the allocated funds to the custody control area.

**Correctional IV- Shift Commander    April 2006 - March 2008**  
**Denver Complex: DRDC/DWCF**

- This position required the daily supervision of operations within the Denver Complex and is the highest rank on duty during non-business hours. The position ensured the daily coordination between custody and control, offender program activities, and support services on a given shift. Duties included ensuring required staffing for the shift, conducting shift briefings, inspection of staff coming on duty to ensure readiness for duty, completion of use of force reports, certification of formal counts, approving offender removals from population, authorizing offender transports, and implementation of the Emergency Operational Plan during critical incidents. Completed performance management of 75 assigned employees. Reviewed plans, performance reviews, and evaluations as second level supervisor.

**External Custody Control Lieutenant    August 2005 - April 2006**  
**Denver Complex: DRDC/DWCF**

- This position existed to provide daily operational supervision of the Denver Complex at either DRDC or DWCF. The position ensured the daily coordination between custody and control, offender program activities, and support services on a given shift at the assigned facility. Duties included ensuring required staffing for the shift, conducting shift briefings, staff scheduling, certification of formal counts, approving offender removals from population, authorizing offender transports, and implementation of the Emergency Operational Plan during critical incidents. Ensured completion of the performance management program for assigned staff.

**Intake Lieutenant    July 2001 – August 2005**  
**Denver Complex: DRDC/DWCF**

- This position provided oversight of the CDOC Intake area to ensure the daily processing of over 100 offender moves through the Complex to include the initial processing of 45 new arrivals. Duties included ensuring the accurate processing of offenders newly sentenced to the CDOC to include booking, ADA identification, initial interviewing, fingerprinting, medical/mental health evaluation, photographing, STG identification, and initial clothing issue. Administration of the performance management program for assigned staff.

**Correctional Officer II/Sergeant    April 1998 - to July 2001**  
**Denver Complex: DRDC/DWCF**

- As a Sergeant, I provided lead work in the following areas: Master Control, Housing, and Medical Transport. Provided input in employees performance plans, reviews, and evaluations. Provided direction to unit operations ensuring work was complete and in compliance with post orders, policy, and procedure. Coached, mentored, and trained officers. Completed employee schedules and documenting work/leave time.

**Correctional Officer    January 1996 - April – 1998**  
**Denver Reception and Diagnostic Center**

- As an Officer, I worked in both security and housing. Duties included maintaining the security of the institution by counting, cell searches, transports, escorting, and other general security functions.

## **Career Highlights**

Working directly with the Parole Board, Community Corrections, and community partners to improve system and policy alignment

First Colorado Department of Corrections (CDOC) facility to pass PREA audit

Implementation of Gender Responsive Program Plan at Denver Women's Correction Facility

Chair of the CDOC Program Oversight Committee

Board member of the Colorado Correctional Employee Scholarship Fund

Assisted in the instruction of NIC class- Women Offenders- Developing an Agency Approach

Implementation of offender Re-entry unit at Denver Women's Correction Facility

Implementation of diverse re-entry strategies to support offender transition into the community.

Participated in the construction and delivery of succession training for managers, second level, and first level supervisors

First Colorado facility to become life time sponsors of the Correctional Peace Officer Foundation

## **Education**

*Master of Science - Organizational Leadership*

*Colorado State University/Global Campus - December 2010*

- Study Emphasis: Leadership Theory, Principles of Management, Organizational Development, Human Resource, Organizational Culture, Strategic Planning

*Bachelor of Arts in Behavioral Science*

*Metropolitan State College of Denver - May 1997*

- Study Emphasis: Multi-cultural Studies, Psychology, Sociology, and Criminal Justice