

Utah County Employee of the Month, June 2012
James Baldwin - Sergeant
Sheriffs Office

It is my pleasure to nominate Sgt. James Baldwin for Utah County employee of the month. James is currently assigned as the sergeant over the Jail Industries program at the sheriff's office, where he supervises six full-time deputies, seven part-time deputies, four full-time staff members, and four (or more) control board operators assigned to the annex building. Although managing this great number of employees could be a daunting task for anyone, James excels as a supervisor by paying special attention to the skills, talents, and aspirations of his people. In so doing, he is able to assign special tasks to his staff members that empower and enable them to take ownership over their assignments and excel in significant ways as each member contributes to the Jail Industries team. Some of these special tasks include working in one of the three Utah County Jail greenhouses, or working with the bees in the hives located within the garden for produce pollination, managing the garden orchard, irrigation plumbing design and maintenance, or ever-important business liaison duties.

James oversees at anytime 60-80+ inmates who are housed in the Annex to work in the Jail Industries program. While he is responsible for the same principles of effective supervision required of any deputy or supervisor at the sheriff's office, he is also responsible for so much more. Ultimately, it is James' duty to qualify and assess the aptitude and abilities of each of "his" inmates. He watches them carefully and asks for and listens carefully to the input of his staff members for determining where each inmate will work and how each inmate will contribute.

As part of his duties, James serves as a special liaison and sheriff's office representative to members of our local business community. Since taking over as the supervisor of the Jail Industries program, James has developed many new business relationships that have resulted in dozens of new job opportunities for inmate workers. This increase has bolstered the program and the capacity of the Jail Industries program, allowing fifty or more inmates to be transported to work in local community-based businesses every day!

The effects of James work as leader of the Jail Industries program cannot be overstated. Through his own labors and personal management style of empowering his people, James efforts result in substantial revenue which is paid to Utah County by local businesses employing inmate laborers.

James efforts have far reaching repercussions. Through his earnest undertaking to place the right-person in the right-position with respect to both staff members and inmate laborers, James has developed a record of helping businesses in our community grow economically and lastingly. New products are developed, production is increased, revenues grow, and our local economy is strengthened.

While all of this is admirable and certainly deserving of our praise, at the end of the day, when it is all said and done, James is concerned with the individual. Whether staff or inmate, James carries the utmost concern that his people are happy and thriving. Where and when necessary, James has demonstrated that he will make changes in assignments and schedules if it can help his people further excel in their performance and job satisfaction.

Whether James is visiting with a staff member about their day, or a multi-millionaire entrepreneur about complex business operations, you can count on him breaking out into his boisterous, contagious

laughter. While James takes his job and its incumbent duties very seriously, he never takes himself too seriously. This attribute makes him very approachable and easy to talk to. In short, you could say he's a great boss.

I would be remiss if I failed to mention one other remarkable outcome of James efforts—people's lives are transformed! James takes the time to get to know "his" inmates and by so doing is easily able to inspire them to live their lives to fulfill their greater potential. He appeals to their desires to change and reform their lives, and through the opportunities he is able to provide them by the many jobs he has personally established for the program, that reformation can and does become a reality.

To sum it up, James, "Jim," is a great boss and a great deputy at the sheriff's office. He takes pride in his work, pride in his people, and will leave an enduring legacy of commitment, loyalty, and striving to become the very best version of oneself, upon the Utah County Sheriff's Office.

Submitted by Deputy Isaac Workman