To: Aaron Cochran

Fr: Vermont Criminal Justice Council

Re: Written Warning - Unprofessional Conduct, Category C

Date: October 15, 2024

Through a separately signed stipulated agreement, the Vermont Criminal Justice Council (Council) has found that your failure to conduct a valid investigation of a subordinate when you were the head of a law enforcement agency is a Category C, professional misconduct violation. *See* 20 V.S.A. § 2401(3)(G).

The Council sanction is a **written warning.** See 20 V.S.A. 2406(a)(1). In addition, the Council requires that you complete the following training:

* internal affairs investigation training, minimum of four (4) hours; and
* ethics training, minimum of two (2) hours.

The required trainings need to be in-person. The required training hours will be *in addition* to your 30 hours of mandated annual in-service training. The required training must be completed if you return to employment as a law enforcement professional. Paperwork verifying the completion of this required training must be filed with the Director of Administration upon completion. Failure to complete the required training, if you return to employment as a law enforcement professional, may result in further sanctions up to and including revocation of your law enforcement certification.

This warning will be kept in the Council’s records, will be shared with your current law enforcement agency, and is a public record. This warning may be viewed and considered by the Council if you have any future conduct proceedings before the Council.