



VCJC Subcommittees and Working Groups

**Vermont Criminal Justice Council
Vermont Police Academy**

**Report to the Vermont Legislature House and Senate
Committees**

Updated 6/2/2022



Vermont Criminal Justice Council (VCJC) Council List

Table of Contents

Council Member List	3
Vermont Police Academy Organizational Chart	4
Vermont Police Academy Duties and Responsibilities	5
Senate 124 (S.124)	6-8
Subcommittees	9-17
Domestic Violence Subcommittee	9
Canine Subcommittee	10
Use of Force Subcommittee	11
Highway Safety Subcommittee	12
Fair and Impartial Policing Subcommittee	13
Professional Regulation Subcommittee	14
Waiver Subcommittee	15
Council Rules Subcommittee	16
Training Advisory Subcommittee (TAC)	17
Working Groups	18-25
Tactical Medical Working Group (Subset of the TAC)	18
Field Training Working Group (Subset of the TAC)	19
Advanced Training Working Group (Subset of the TAC)	20
VCJC Entrance Testing Working Group (Subset of the TAC)	21
Training Curriculum Review Working Group (Subset of the TAC)	22
Military Equipment Acquisition Working Group	23
Model Body Worn Camera Policy Working Group	24
Facial Recognition Technology Working Group	25



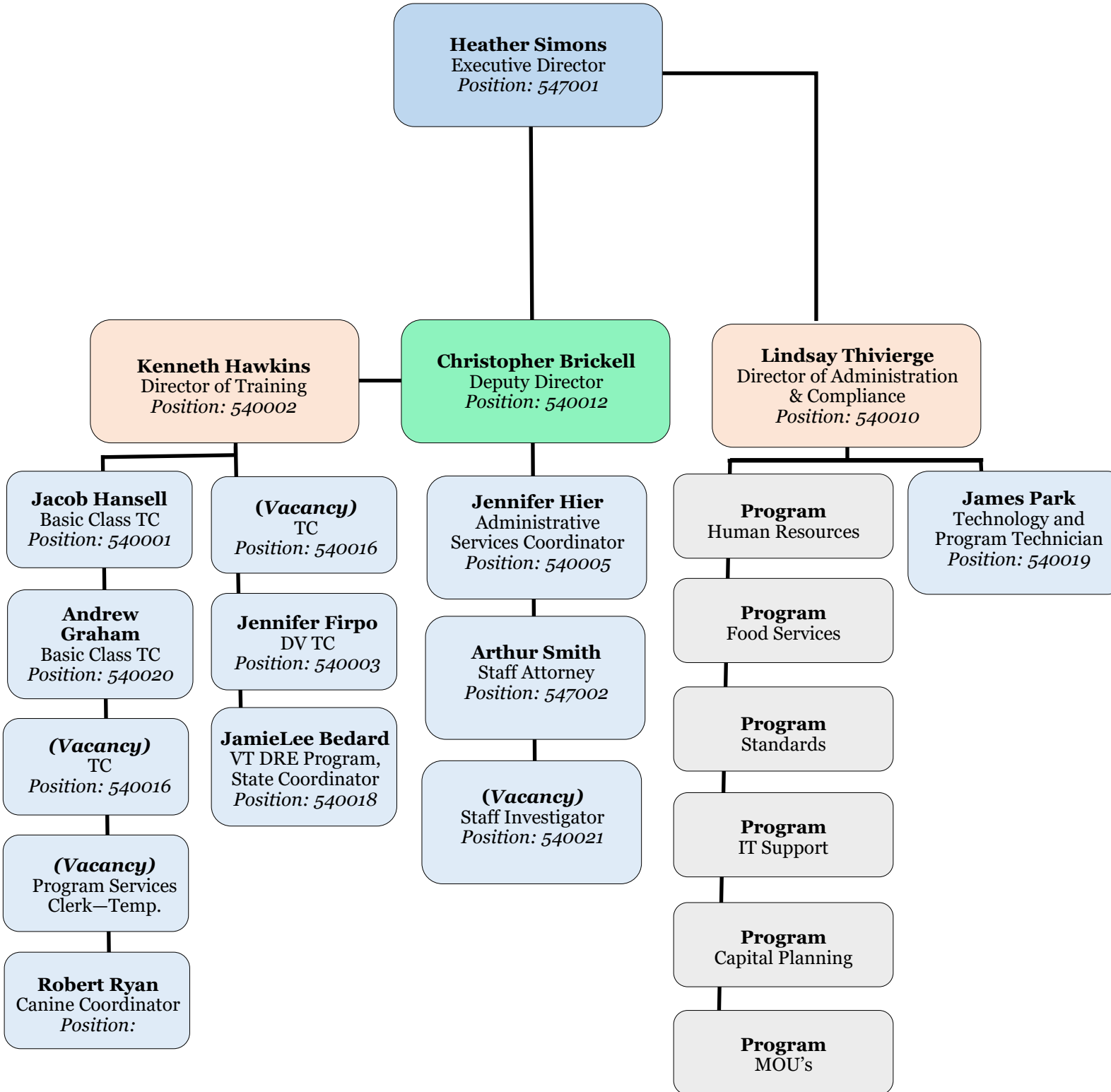
Vermont Criminal Justice Council (VCJC) Council Member List

Member	Organization	Proxy
William Sorrell	VCJC Governor Appointed	
Brian Searles	VCJC Governor Appointed	
Karim Chapman	VCJC Governor Appointed	
Tammy Boudah	VCJC Governor Appointed	
Maira Tungatarova	VCJC Governor Appointed	
Christopher Louras	VCJC Governor Appointed	
Shawn Pratt	VCJC Governor Appointed	
Michael Schirling	Commissioner of Public Safety	Major Kevin Lane
Nick Deml	Interim Commissioner Corrections	Glenn Boyde
Wanda Minoli	Commissioner of Public Motor Vehicles	Anthony Facos
Chris Herrick	Commissioner of Fish & Wildlife	Col. Jason Batchelder Major Justin Stedman
Emily Hawes	Commissioner of Mental Health	
TJ Donovan	Attorney General	
John Campbell	E.D. States Attorney & Sheriff's	Evan Meenan
Xusana Davis	E.D. Racial Equity	
Erin Hodges	VT Troopers Association	
Michael Major	VT Police Association	
Jennifer Frank	VT Chief's Association	
Mark Anderson	VT Sheriff's Association	
John Federico	VT State Employee Association	
Trevor Whipple	VT Leagues of Cities and Towns	Gwynn Zakov
Jennifer Poehlmann	E.D. Center for Crime Victims Services	Sadie Donovan
Cassandra Burdyslaw	VT Human Rights Commission	
Karen Tronsgard-Scott	E.D. VT Network DOMV/Sexual Violence	Sarah Robinson



Vermont Criminal Justice Council (VCJC) Vermont Police Academy

Organization Chart





Vermont Criminal Justice Council (VCJC) Duties and Responsibilities

THE VERMONT CRIMINAL JUSTICE COUNCIL

All existing committees and working groups are comprised of the 24 members of the council.

In December of 2020, membership in the Vermont Criminal Justice Council (VCJC) was increased from 12 to 24 members. The membership has been expanded to ensure impacted populations are receiving adequate representation in the practices and policies of law enforcement training in the state of Vermont. The Council assists the Vermont Police Academy in ensuring that the law enforcement profession in the state is just, fair, and equitable.

VERMONT POLICE ACADEMY

The Vermont Police Academy staff supports the 24 member council. All mandates and decisions made through the council get enacted into practice through the Vermont Police Academy.

The Executive Director serves as the primary leader and oversight of operations at the Vermont Police Academy. The Director of the Academy along with the Chair of the council and all council representatives ensure that legislative mandates are interpreted, developed, and enacted. The Executive Director works for the Council as a member of the staff of the Vermont Police Academy.

Administration staff (3) develop policies for operations and procedures; HR; records administration; professional regulation process; Entrance Testing; technology support and services; facilities operations; training scheduling; certification review and completion; waivers (Rule-13 compliance and out of jurisdiction waivers); grants and MOU submission; budget and finance operations; coordination of VCJC committees and working groups; marketing and branding.

Training Staff (7) research and development of curriculum; grant writing; instructor development and recruitment; training operations coordination and development of Residential Law Enforcement candidate training, in-service training, canine program, FTO program, Level II Program, Specialized training, Pre and Post Basic Course instruction; community partner outreach and collaboration; coordination of VCJC committees and working groups; investigations for VCJC professional regulation.

The following areas are action items found within Senate 124. Some of these areas have a programmatic impact that might impact staffing capacity, a budgetary impact, or both. Some sections are the primary responsibility of the Vermont Criminal Justice Council, while other sections will be the responsibility of the Vermont Police Academy (please refer to S.124 in the following three pages).



Vermont Criminal Justice Council (VCJC)

Senate 124

S.124

§ 2351. CREATION AND PURPOSE OF COUNCIL

(1) encourage and assist municipalities, counties, and governmental agencies of this State in their efforts to improve the quality of law enforcement and citizen protection by maintaining a uniform standard of recruitment basic training for law enforcement applicants and in-service training for law

enforcement officers; and (2) maintain statewide standards of law enforcement officer professional

conduct by accepting and tracking complaints alleging officer unprofessional conduct, adjudicating charges of unprofessional conduct, and imposing sanctions on the certification of an officer who the Council finds has committed unprofessional conduct.

§ 2355. COUNCIL POWERS AND DUTIES

(a) The Council shall adopt rules with respect to:

(1) the approval, or revocation thereof, of law enforcement officer training schools and off-site training programs, which shall include rules to identify and implement alternate routes to certification aside from the training provided at the Vermont Police Academy;

(b)(1) The Council shall conduct and administer training schools and offer courses of instruction for law enforcement officers and other criminal justice personnel. The Council shall offer courses of instruction for law enforcement officers in different areas of the State and shall strive to offer no overnight courses whenever possible.

(2) The Council shall structure its programs so that on and after July 1, 2021, a Level II certified officer may use portfolio experiential learning or College Level Examination Program (CLEP) testing in order to transition to Level III certification, without such an officer needing to restart the certification process.

Sec. 8. COUNCIL; REPORT ON CHANGES IN TRAINING OPTIONS;

RULE ADOPTION DEADLINE

(a) Report. On or before January 15, 2021, the Executive Director of the Vermont Criminal Justice Council shall provide a verbal progress report to the Senate and House Committees on Government Operations regarding the Council's:

(1) plan to replace some of its overnight law enforcement training requirements at the Robert H. Wood, Jr. Criminal Justice and Fire Service Training Center of Vermont (the Police Academy), including its 16-week residential basic training, with no overnight training and training in other areas

of the State, in accordance with 20 V.S.A. § 2355(b)(1) in Sec. 6 of this act, and shall specifically address any plans it has to offer training by remote means; and (2) changes in the structure of its programs to enable a law enforcement officer to transition from Level II to Level III certification as required by 20 V.S.A. § 2358(c)(2) in Sec. 7 of this act.

(b) Rules. On or before July 1, 2023, the Council shall finally adopt the rules regarding alternate routes to certification required by 20 V.S.A. § 2355(a)(1) in Sec. 6 of this act, unless that deadline is extended by the Legislative Committee on Administrative Rules pursuant to 3 V.S.A. § 843(c).

Sec. 8a. COUNCIL; REPORT ON RESOURCES NEEDED TO OPERATE

On or before January 15, 2021, the Executive Director of the Vermont Criminal Justice Council shall report to the House and Senate Committees on Appropriations and on Government Operations specifying the resources the Council needs to fully operate as set forth in law, including the resources it needs to implement the provisions of this act. The Executive Director shall specifically detail in this report any additional appropriations or positions it needs to fully operate and provide a narrative to explain the basis for those needs.



Vermont Criminal Justice Council (VCJC)

Senate 124

S.124

§ 2403. LAW ENFORCEMENT AGENCIES; DUTY TO REPORT

(a)(1) The executive officer of a law enforcement agency or the chair of the agency's civilian review board shall report to the Council within 10 business days if any of the following occur in regard to a law enforcement officer of the agency:

Sec. 16. LAW ENFORCEMENT RECOMMENDATIONS

In order to further the goal of defining law enforcement officers as community guardians, the following entities shall report to the Senate and House Committees on Government Operations on or before January 15, 2021 on their progress in regard to the following topics, including any

recommendations for legislative action, except that the Criminal Justice Council (Council) shall submit a verbal progress report to those Committees by that date and any recommendations for legislative action on or before March 15, 2021:

(1) Law enforcement officer qualifications.

(A) The Law Enforcement Advisory Board shall recommend universal standards for interviewing and hiring new law enforcement officers in order to recognize applicant qualities that are desirable and those that are not. The Board shall specifically recommend standards that should apply to officers in a supervisory role.

(B) The Council shall consult with the Human Rights Commission, the American Civil Liberties Union, statewide racial justice groups, statewide groups representing individuals with lived experience of a mental health condition or psychiatric disability, and other relevant organizations and individuals in reviewing law enforcement applicants' current written, oral, and psychological examinations for cultural sensitivities and overall appropriateness.

(2) Law enforcement officer training.

(A) The Council, in consultation with the Racial Disparities in the Criminal and Juvenile Justice System Advisory Panel, the Human Rights Commission, the American Civil Liberties Union, statewide racial justice groups, statewide groups representing individuals with lived experience of a mental health condition or psychiatric disability, and other relevant stakeholders, shall review the current requirements for basic and annual in service training in order to determine whether appropriate training is provided in the areas of cultural awareness, implicit bias, de-escalation, and recognition of and appropriately responding to individuals with a mental health condition or psychiatric disability, and whether that training is embedded into training on other policing policies such as traffic stops and searches.

(B) In consideration of its analysis in subdivision (A) of this subdivision (2), and in reviewing current training requirements and how that training is used in practice, the Council shall recommend any amendments to statutorily required training that may not be necessary for all officers.

(C) The Council, Law Enforcement Advisory Board, and Department of Public Safety shall consult with the Vermont League of Cities and Towns and other interested stakeholders to determine whether:

(i) the Council should be reestablished within a State agency or other oversight entity; and

(ii) there should be more flexibility in the residential and field training required of law enforcement applicants, including whether applicants should be able to satisfy some aspects of basic training through experiential learning.

(4) Reporting allegations of law enforcement misconduct. The Office of Attorney General shall consult with the Council, the Human Rights Commission, the American Civil Liberties Union, statewide racial justice groups, statewide groups representing individuals with lived experience of a mental health condition or psychiatric disability, and other interested parties in order to identify a central point for reporting allegations of law enforcement officer misconduct, which may be the Council or another entity, and how those allegations should be handled.



Vermont Criminal Justice Council (VCJC) Senate 124

S.124

- (B)(i) The Council shall recommend a model body camera policy for use by law enforcement agencies and officers.
- (ii) After consulting with the Secretary of State, the Human Rights Commission, the American Civil Liberties Union, statewide racial justice groups, statewide groups representing individuals with lived experience of a mental health condition or psychiatric disability, and other interested parties, the Council shall specifically recommend policies for responding to public records requests for body camera footage, including any recommended timelines to respond, how and what footage should be redacted, length of footage retention, and storage.
- (7) Military equipment. After an opportunity for community involvement and feedback, the Council shall recommend a statewide policy on law enforcement officers' acquisition of military equipment.
- (8) Facial recognition technology. After analyzing any law enforcement needs to use facial recognition technology, analyzing any potential inaccuracies or other limitations in the capacities of that technology, including implicit biases, and an opportunity for community involvement and feedback, the Council shall recommend a statewide policy on law enforcement officers' acquisition and use of facial recognition technology, in light of the moratorium set forth in Sec. 14 of this act. If the Council will recommend the authority for officers to acquire and use facial recognition technology, the Council shall recommend a plan to mitigate any implicit bias that results from the use of that technology.

<https://legislature.vermont.gov/statutes/chapter/20/151>



Vermont Criminal Justice Council (VCJC) Sub-Committees

DOMESTIC VIOLENCE SUB-COMMITTEE

The VCJC Domestic Violence Committee was originally formed in 2008 to create an eight-hour domestic violence and VCJC approved curriculum to meet training demands required through Act - 174, which added mandated domestic violence training for all Vermont law enforcement officers. Per 20 VSA §2365(a)... “to remain certified, law enforcement officers shall receive by 2011 at least eight hours of domestic violence training in a program approved by the Vermont Criminal Justice Council and the Vermont Network Against Domestic and Sexual Violence.” Hereafter, the Domestic Violence Committee was charged with developing new domestic violence related trainings that continue to meet the Act’s statutory requirements. Vermont law enforcement officers must receive domestic violence training every two years to maintain certification and this training is required during even number years.

ACADEMY COORDINATOR: JENNIFER FIRPO

Sub-Committee Members

- (Chair) Robbie Blish, Chief, Woodstock Police Department
- Carolyn Hanson, Attorney General’s Office
- Sam Hill, Sheriff, Washington County Sheriff’s Department
- Heather Holter, Vermont Council on Domestic Violence
- Sarah Kunz-Robinson, Vermont Network Against Domestic and Sexual Violence
- Cassandra Burdyshaw, Human Rights Commission
- Doug Norton, Sergeant, Vermont State Police
- Kathryn Brayton, Victim Services Director, Vermont State Police
- Jodie Bacon, Claim Specialist Vermont Center for Crime Victim Services



Vermont Criminal Justice Council (VCJC) Sub-Committees

CANINE SUB-COMMITTEE

The VCJC Canine Committee is charged with oversight of the Vermont Police Canine Training Program. The Program's mission is to develop canine teams that are useful and effective for their respective law enforcement agencies. The program provides basic and in-service level courses which are certified by the VCJC. All training provided is based on practical, realistic, and field-related circumstances. Performance is monitored through formal training sessions and field observations to ensure remedial training is available when needed. The expertise of the instructional staff is available to all law enforcement agencies seeking development or improvements to canine programs. The committee ensures best practices consistent with current statute and caselaw are implemented within Vermont's law enforcement canine community. Committee members assist with the evaluation, certification, re-certification, and other program needs as identified.

ACADEMY COORDINATOR: ROBERT RYAN

Sub-Committee Members

- (Chair) David Dewey, Corporal, Colchester Police Department
- Robert Giolito, Lieutenant, Vermont Dept of Motor Vehicles
- Mark Redmond, Sergeant, South Burlington Police Department
- Michael Carifio, U.S. Forest Service
- Richard Slusser, Sergeant, Vermont State Police
- Richard Cloud, Chief, Chester Police Department
- Robert Sterling, Vermont Fish & Wildlife
- Scott Dunlap, Captain, Vermont State Police
- William Dodge, Chief, Barre Town Police
- Trent Martin, Corporal, Burlington Police Department
- Thomas Radford, Sergeant, Burlington Police Department (retired)



Vermont Criminal Justice Council (VCJC) Sub-Committees

USE OF FORCE SUB-COMMITTEE

The Use-of-force Committee is composed of law enforcement professionals representing agencies from throughout Vermont, committee members range in rank from Officer to Chief. Members are appointed by the Executive Director. Committee members are advanced in their field and extremely knowledgeable in their arena of training, which includes the use of law enforcement firearms of all types and non-deadly use-of-force techniques and equipment. The committee has a myriad of responsibilities within its purview. Responsibilities include, but are not necessarily limited to the following:

- Reviewing and recommending curriculum(s) for use-of-force classes related to Level I, Level II, Level III, and in-service law enforcement training.
- Providing guidance to instructors throughout the state relative to use-of-force training
- Recommending changes and improvements for the facility regarding use-of-force training
- Recommending standards for use-of-force instructors of all levels and disciplines
- Providing input for the implementation of programs related to use-of-force.
- Reviewing special requests (*i.e. – advanced levels of certification, time extensions, etc.*) relative to use-of-force instructor certifications and re-certifications

ACADEMY COORDINATOR: JACOB HANSELL

Sub-Committee Members

- Chair: Michael Akerlind, Sgt., Colchester PD
- Vice Chair: Russell Shopland, Spl. Warden, VT Dept of Fish and Wildlife
- Robbie Blish, Chief, Woodstock PD
- Paul Sokolowski, Sergeant, VSP
- Matthew Murano, Chief, Wilmington PD
- Randy Lopes, Cpl., Burlington PD
- Eugene Duplissis Sgt., Vermont State Police
- Robert Currier, Senior Warden, VT Dept of Fish and Wildlife
- Eugene Cote, Lt, Vt Dept of Motor Vehicles
- Evan Meenan, States Attorney & Sheriff's
- Karim Chapman, Governor Appointed VCJC Member



Vermont Criminal Justice Council (VCJC) Sub-Committees

HIGHWAY SAFETY SUB-COMMITTEE

The Highway Safety Committee's membership is comprised of individuals with a range of expertise surrounding highway safety issues as related to law enforcement training. This committee is tasked with the review, implementation and oversight of law enforcement training matters related to highway safety. The committee reviews instructor certification requirements as required and addresses specific charges assigned by the Executive Director. The Highway Safety Committee's mission is to address law enforcement training relative to the following:

- Law enforcement vehicle operations
- Impaired driving enforcement to include alcohol and drugged driving, Drug Recognition Experts (*DRE*) and Advanced Roadside Impaired Driving Enforcement (*ARIDE*)
- Crash investigation
- Motor vehicle law
- Other issues tasked to the committee by the Executive Director relative to highway safety.

ACADEMY COORDINATOR: JAMIELEE BEDARD

Sub-Committee Members

- Chair: Lt. Kevin Geno, Rutland County, Sheriff's Office
- Sgt. Jay Rikken, Vermont State Police
- Lt. Camillo Grande Bennington Police Department
- LEL Paul White, State Highway Safety Office Behavioral Safety Unit
- LEL Bill Jenkins, State Highway Safety Office Behavioral Safety Unit
- Mandy White, Vermont Highway Safety Alliance
- Anthony Facos, Department of Motor Vehicles
- Michael Major, Vermont Police Association



Vermont Criminal Justice Council (VCJC) Sub-Committees

FAIR AND IMPARTIAL POLICING SUB-COMMITTEE

The Fair and Impartial Policing Sub-Committee is comprised of law enforcement professionals representing agencies from throughout Vermont, as well as invested community stakeholders. One of this sub-committee's charges is to collaborate and disseminate mandatory biennial training as set forth in 20 VSA 2358(e)(3). This statute requires all law enforcement officers to receive Vermont Criminal Justice Council approved training relative to Fair and Impartial Policing during odd-numbered years. The Fair and Impartial Policing Sub-Committee is also tasked to review and update basic Fair and Impartial Policing Curriculum, to ensure relevance and alignment with current best practices.

ACADEMY COORDINATOR: JENNIFER FIRPO

Sub-Committee Members

- Interim Chair: Amanda Garces, Human Rights Commission
- Interim Vice Chair: Major Justin Stedman, Vermont Department of Fish and Wildlife
- Tabitha Moore, Founding President, Rutland Area Branch of the NAACP
- Barbara Kessler, Vermont State Police
- Lisa Ryan, Vermont Network DOMV/Sexual Violence
- Lt. Gregg Jager, South Burlington Police
- Xusana Davis, Director of Racial Equity
- Karen Tronsgard-Scott, Vermont Network DOMV/Sexual Violence
- Christopher Louras, Governor Appointed VCJC Member
- Glenn Boyde, Department of Corrections



Vermont Criminal Justice Council (VCJC) Sub-Committees

PROFESSIONAL REGULATION SUB-COMMITTEE

Act 56 of 2017, relating to the Professional Regulation of Law Enforcement Officers by the VCJC became effective July 1, 2018. To help navigate this responsibility a VCJC sub-committee should be considered. This committee should consist of no more than five VCJC members. Members will assist the Executive Director with the guidance and investigation of professional regulation matters. This sub-committee will take the lead on the creation of procedural ground rules that will eventually become part of newly created Council rules.

ACADEMY COORDINATOR: LINDSAY THIVIERGE

Sub-Committee Members

- Chair: Trevor Whipple, Vermont League of Cities and Towns
- Vice Chair: Karen Tronsgard Scott, Vermont Crime Victim Services
- Shawn Pratt, Governor Appointed VCJC Member
- Jennifer Frank, Vermont Association of Chiefs of Police
- Karim Chapman, VCJC Governor appointed



Vermont Criminal Justice Council (VCJC) Sub-Committees

WAIVER SUB-COMMITTEE

This committee will support the full VCJC by reviewing, with the assistance of staff, applications for Level III waivers of training requirements with a focus on out-of-state waiver requests. In addition, the committee is charged with Rule 13 waiver appeals although committee responsibilities and workload will be the subject of ongoing discussion since this group has recently been re-established. The Executive Director or the Director of Administration will have responsibility for routine Rule 13 waivers and provide lists of those granted or refused while providing more information and resources for the more complex cases. (Applicable VCJC Rule: 18)

ACADEMY COORDINATORS: LINDSAY THIVIERGE & KENNETH HAWKINS

Sub-Committee Members

- Chair: Brian Searles, Governor Appointed VCJC Member
- Mark Anderson, Vermont Sheriff's Association
- Jason Batchelder, Vermont Department of Fish & Wildlife
- Erin Hodges, Vermont Troopers Association
- Travis Bingham, Newport Police Chief



Vermont Criminal Justice Council (VCJC) Working Groups

COUNCIL RULES WORKING GROUP

The Council Rules working group reviews and amends council rules and existing Police Academy policies that fail to address what is strategically important to effective law enforcement training and operations of the Vermont Police Academy. The group will also recommend procedures and processes that ensure new legislation aligns with addresses the overall mission of the VCJC and VPA.

ACADEMY COORDINATORS: HEATHER SIMONS, CINDY TAYLOR-PATCH & LINDSAY THIVIERGE

Working Group Members

- Chair: Evan Meenan, Vermont State's Attorney and Sheriff's
- Bill Sorrell, Governor Appointed
- Brian Searles, Governor Appointed VCJC Member
- Mark Anderson, Vermont Sheriff's Association
- Cassandra Burdyslaw, Vermont Human Rights Commission



Vermont Criminal Justice Council (VCJC) Sub-Committees

TRAINING ADVISORY SUB-COMMITTEE (TAC)

The Training Advisory Committee (*TAC*) is comprised of representatives from throughout the Vermont Criminal Justice System. The TAC's primary charge is to conduct comprehensive reviews of new and updated curriculums for basic training and in-service academy programs (*excluding those specifically charged to other VCJC sub-committees*). The TAC recommends acceptance or denial of training programs to the Executive Director and in addition to these reviews, the TAC periodically conducts scheduled reviews of Level – II and Level – III training to ensure they are reflective of the current needs, legalities and best recommended practices encompassing modern policing. The TAC is responsible for review of academy instructor certification and re-certification requests in instances where extenuating circumstances arise causing staff to seek their counsel. In addition to these responsibilities, the TAC may undertake special assignments as tasked by the Executive Director.

ACADEMY COORDINATORS: CINDY TAYLOR-PATCH & KENNETH HAWKINS

Sub-Committee Members

- Chair: Sgt. Jason Covey, Middlebury Police Department
- Vice Chair: George Merkel, Vergennes Police Department
- Chief Derrick Tienken, Winhall Police
- Sgt. Fred Whitcomb, Stowe Police
- Sheriff Jennifer Harlow, Orleans CSD
- Sgt. Andrew Bent, Washington CSD
- Sgt. Adam Murach, Brandon Police
- Chief Skyler Genest, Vermont Department of Liquor Control
- Lt. Bob Giolito, Vermont Department of Motor Vehicles
- Sgt. Dan Delgado, Burlington Police
- Maira Tungatarova, Governor Appointed VCJC Member
- Christopher Louras, Governor Appointed VCJC Member
- Michael Schirling, Department of Public Safety
- John Federico, Vermont State Employees Association
- Brian Searles, Governor Appointed VCJC Member
- Warden Jeremy Schmid, Vermont Department of Fish & Wildlife



Vermont Criminal Justice Council (VCJC) Working Groups

TACTICAL MEDICAL WORKING GROUP (SUBSET OF THE TAC)

Tactical medicine is the medical specialty that involves emergency medical support necessary to preserve the overall safety of law enforcement personnel (both mental and physical) when responding to critical incidents. The working group will address training of law enforcement officers in high-threat scenarios and critical incidents to incorporate effective and safe emergency medical care procedures.

ACADEMY COORDINATOR: TBD

Working Group Members

- Chief Derrick Tienkin, Winhall Police Department
- Sergeant Paul Sokolowski, Vermont State Police
- Lieutenant Robert Giolito, Vermont Department of Motor Vehicles
- Sergeant Fred Whitcomb, Stowe Police Department



Vermont Criminal Justice Council (VCJC) Working Groups

FIELD TRAINING WORKING GROUP (SUBSET OF THE TAC)

A Field Training program is an extension of the law enforcement selection process which requires a certified FTO Trainer conducts evaluations and monitored performance of trainees to ensure that they meet acceptable standards when interacting with the community. This working group will examine and develop the current Field Training Officer program to create a process that is reflective of the high standards necessary for Law Enforcement Officers to obtain in the State of Vermont.

ACADEMY COORDINATOR: KENNETH HAWKINS

Working Group Members

- Sergeant Erin Hodges, Vermont State Police
- Major Justin Stedman, Vermont Department of Fish & Wildlife
- Sergeant Andrew Bent, Washington County Sheriff's Department



Vermont Criminal Justice Council (VCJC) Working Groups

ADVANCED TRAINING WORKING GROUP (SUBSET OF THE TAC)

This working group will examine higher level training courses that could be developed and implemented for Agency Heads and Leaders in the Law Enforcement Community. Senior staff will discuss and develop, under context of advanced training matrix, courses related to the advancement of the law enforcement profession to include: culture, historical bias, and social media liability. Any training that will go above and beyond what is currently offered.

ACADEMY COORDINATOR: KENNETH HAWKINS

Working Group Members

- Lieutenant Steve Coote, Vermont State Police
- Chief George Merkel, Vergennes Police Department
- Commander Greg Sheldon, Rutland City Police Department
- Chief Skyler Genest, Vermont Department of Liquor & Lottery



Vermont Criminal Justice Council (VCJC) Working Groups

VCJC ENTRANCE TESTING REQUIREMENTS WORKING GROUP (SUBSET OF THE TAC)

The time has come to be able to deliver an online written examination that is relevant, contemporary and with as few biases as humanly possible. This test should be able to be administered by an outside vendor who can ensure that it is being proctored properly and securely. The same goes for the psychological profile assessment. The Council should approve three or more tests that are deemed credible and allow agencies to administer this test directly, online. The agency would be responsible for ensuring this has been completed. Although not a part of S. 124 this same committee should look at PT standards for the entrance exam, as the test is being reevaluated based upon national best practices.

This committee and the VCJC should also be aware of and discuss physical fitness testing requirements for all level II certified officers. Level II certification currently does not require an officer to pass a physical fitness test. However, these same officers perform several of the same law enforcement responsibilities as those who are level 3 certified.

*The first meeting will occur prior to July 2021

ACADEMY COORDINATOR: CINDY TAYLOR-PATCH

Working Group Members

- Chair: Chief Jon Murad, Burlington Police Department
- Justin Stedman, Vermont Department of Fish & Wildlife
- John Federico, Vermont State Employees Association
- Sheriff Roger Marcoux, Lamoille County Sheriff's Department
- Lieutenant Steve Coote, Vermont State Police
- Lieutenant Tom Mozzer, Vermont State Police
- Tammy Boudah, Governor Appointed
- Wilda White, Department of Public Safety

*Others assigned from the larger TAC and identified agencies within S124 TBD



Vermont Criminal Justice Council (VCJC) Working Groups

TRAINING/CURRICULUM REVIEW WORKING GROUP (SUBSET OF THE TAC)

This area is so critically important and appears to be enough of a lift to review all existing curriculum through the collective lens of Council members and subject matter experts. The staff from the Vermont Police Academy would likely be the same as the existing Training Advisory Committee, but with a more specific focus. Areas of focus will immediately include several areas identified within S. 124. It may be determined that this function be the responsibility of the Training Advisory Committee and this becomes the responsibility of that sub-committee.

ACADEMY COORDINATORS: ANDREW GRAHAM

Working Group Members

- Christopher Louras, Governor Appointed VCJC Member
- Michael Schirling, Department of Public Safety
- Tammy Boudah, Governor Appointed VCJC Member
- Chief George Merkel, Vergennes Police Department
- Major Justin Stedman, Vermont Fish and Wildlife

*Others assigned from the larger TAC, TBD



Vermont Criminal Justice Council (VCJC) Working Groups

MILITARY EQUIPMENT ACQUISITION WORKING GROUP

Pursuant to legislative language in S.124 pertaining to Military equipment, “After an opportunity for community involvement and feedback, the Council shall recommend a statewide policy on law enforcement officers’ acquisition of military equipment.”

ACADEMY COORDINATORS: KENNETH HAWKINS

Working Group Members

- Sheriff Roger Langevin, Franklin County Sheriff’s Department
- Chief Matt Romei, Capitol Police Department
- Karen Tronsgard-Scott, Vermont Network Against Domestic and Sexual Violence
- Captain Michael Manley, Vermont State Police

*Additional members to be determined



Vermont Criminal Justice Council (VCJC) Working Groups

MODEL BODY WORN CAMERA POLICY WORKING GROUP

Model Body Camera Policy Working Group (language from S. 124)

**Law Enforcement Agencies must adopt this policy by 1/1/2022 20VSA§2369

The Council shall recommend a model body camera policy for use by law enforcement agencies and officers. After consulting with the Secretary of State, the Human Rights Commission, the American Civil Liberties Union, statewide racial justice groups, statewide groups representing individuals with lived experience of a mental health condition or psychiatric disability, and other interested parties, the Council shall specifically recommend policies for responding to public records requests for body camera footage, including any recommended timelines to respond, how and what footage should be redacted, length of footage retention, and storage.

* Law Enforcement Advisory Board (LEAB) completed their work to their policy. The policy was presented to the VCJC at the LEAB March 2021 meeting.

ACADEMY COORDINATORS: HEATHER SIMONS & LINDSAY THIVIERGE

Working Group Members

- Jason Batchelder, Vermont Department of Fish & Wildlife

*Additional members TBD



Vermont Criminal Justice Council (VCJC) Working Groups

FACIAL RECOGNITION TECHNOLOGY WORKING GROUP

Facial Recognition Technology Working Group (language from S. 124)

Facial recognition technology. After analyzing any law enforcement needs to use facial recognition technology, analyzing any potential inaccuracies or other limitations in the capacities of that technology, including implicit biases, and an opportunity for community involvement and feedback, the Council shall recommend a statewide policy on law enforcement officers' acquisition and use of facial recognition technology, in light of the moratorium set forth in Sec. 14 of this act. If the Council will recommend the authority for officers to acquire and use facial recognition technology, the Council shall recommend a plan to mitigate any implicit bias that results from the use of that technology.

VERMONT POLICE ACADEMY COORDINATOR: TBD

Working Group Members

- TBD