August 7, 2024

10:00 AM

Zoom Meeting

**Members in Attendance Public Session:**

Bill Clements – Governor Appointed

Scott LaValley - Governor Appointed

Shawn Pratt - Governor Appointed

Daniel Guerra – Governor Appointed

James Whitcomb –Proxy for Commissioner Jennifer Morrison, Dept. of Public Safety

Glenn Boyde – Proxy for Commissioner Nick Deml, Dept. of Corrections

Tim Lueders-Dumont – Proxy for Director Campbell, States Attorney and Sheriffs

Scott Davidson – Proxy for Commissioner Wanda Minoli, DMV

Xusana Davis –Proxy for Executive Director, Office of Racial Equity

Lori Vadakin – Proxy for Commissioner Hawes, Department of Mental Health

Mark Anderson – Windham County Sheriff’s Department

Domenica Padula – Proxy for Attorney General Charity Clark

Tom Chenette – Vermont Police Association

Karen Tronsgard-Scott – Executive Director, VT Network

Mike O’Neil – VT Troopers Association

Cassandra Burdyshaw – Human Rights Commission

Trevor Whipple – VT League of Cities and Towns

Jennifer Poehlmann, E.D., Center for Crime Victim Services

**Other Attendees:**

Christopher Brickell – Vermont Criminal Justice Council

Kim McManus – Vermont Criminal Justice Council

Lindsay Thivierge – Vermont Criminal Justice Council

Ken Hawkins – Vermont Criminal Justice Council

Jennifer Firpo– Vermont Criminal Justice Council

Jennifer Hier – Vermont Criminal Justice Council

Loretta Stalnaker – Royalton Police Department

Matthew Romei – Norwich Police Department

Jeffrey Burnham – Springfield Police Department

Patrick Owens – Manchester Police Department

Jennifer Harlow – Orleans County Sheriff’s Department

Patrick Foley – Williston Police Department

Travis Bingham – Newport Police Department

Michael Arbogast – Dover Police Department

Brian Kilcullen – Rutland City Police Department

Pierre Gomez – Northfield Police Department

Matthew Sullivan

Jason Polakowski – O2X

David Fox – Rutland County Sheriff’s Department

Mike Thomas

Jason Covey – Middlebury Police Department

Trevor Colby – Essex County Sheriff's Department

**Call to Order:**  *VCJC Vice Chair Karen Tronsgard Scott* 10:01 AM

**Additions or Deletions to the Agenda:** *VCJC Vice Chair Karen Tronsgard Scott -* Tim Lueders-Dumont a motion for an addition to the beginning of the agenda for introduction of the new chair, as well as an overview from O2X, seconded by Xusana Davis, all in favor.

**Council Member Introduction:** *VCJC Vice Chair Karen Tronsgard Scott –*Introduction of Bill Clements as the new Council chair.

Bill gave a brief overview of his history – recently retired Criminal Justice Criminology professor at Norwich University. Worked extensively leading the Vt Center for Justice (CRG). Long standing work in accreditation and education delivery. Looking forward to getting to know everyone and working with everyone.

**Meeting Minutes:** *VCJC Vice Chair Karen Tronsgard Scott*- Jim Whitcomb made a motion to accept the minutes from June 18th, second by Mark Anderson, all in favor *(Xusana Davis abstained due to not being in attendance).* Jim Whitcomb made a motion to accept the minutes from June 26th, second by Mark Anderson, all in favor *(Xusana Davis abstained due to not being in attendance)*. Jim Whitcomb made a motion to accept the minutes from July 16th, second by Mark Anderson, all in favor.

**Executive Director Hiring Update**: *VCJC Vice Chair Karen Tronsgard Scott*

Last meeting we had decided to being the Executive Director process through an internal process. We worked with DHR to post the position, and it closes on August 9th. The applications will be reviewed by a committee that was formed by the previous chair. The members are Domenica Padula, Trevor Whipple, Jennifer Frank, Roger Marcoux, Karen Tronsgard Scott, Lindsay Thivierge, and Bill Clements.

* Hiring Process - When applications are submitted, we will use a matrix to examine the applications. We will then take steps to get questions out to the candidates and conduct interviews the last week of August.
* We will conduct two sets of interviews, one on Teams and one in person.
* Our goal is to get a recommendation to the Council by the beginning of September.

**O2X Update**: *Acting Executive Director Chris Brickell, Jason Polakowski – O2X, and Eammon Burke – O2X Human Performance –*O2X specializes in human performance in tactical populations. Holistic support in the areas of strength and conditioning, nutrition, sleep, stress management and resilience with the goal to mitigate occupational health issues with tactical athletes.

* Nationwide we are seeing that recruiting is very tough and it has opened the pool of applicants. We focus on body composition, orthopedic injuries, medical concerns that recruits have that need to be worked through.
* Our goal is to implement holistic human performance to make more successful officers through physical fitness as a group and one-on-one training.
* Our mission is to also create successful graduates, reduce injury costs, and reduce severe injuries.
* Jason works with recruits each day, we have a mobile app and tactical athlete portal so if they have any questions around nutrition or injury prevention, they have access to 300-400 specialists that can help them be more capable operators.
* Currently we are developing the pre-academy prep plan then next week we will start readiness assessments for the recruits. The assessments will show a baseline of where these individuals are rated nationally for law enforcement recruits. There will be a group analysis that shows us where their strengths are and where they are progressing. There are also individualized plans so Jason can help improve each of them to make them as successful as possible. Lastly, there will also be a cost analysis to see money saved through to graduation due to injury prevention and mitigation.

*Questions Ensued:*  *Jeffrey Burnham* – Will the recruits have access to these benefits after the academy? *Eammon Burke -* Yes, candidates have access to the resources of O2X a year after the academy ends.

*Tom Chenette –* Is the pre-academy going to go out to agencies prior to the start of the recruit class? *Eamonn Burke –*Yes, our contract just started which is why a pre-academy plan did not begin prior to the start of this class. We are assessing the recruits to see what that plan will be.

*Tom Chenette –* As far as nutrition are you working with the food service folks at the Academy to change up the menu? *Eamonn Burke* - Yes, we met with them day one to discuss potential changes. As we gather information, we will move forward with recommendations based off of what we learn.

*Mark Anderson* – Is there ongoing education how fitness and nutrition plays into wellness concepts? *Eamonn Burke –* We have workshops built into the academy and post academy they have virtual access. We can bring in virtual training post academy, but we don’t have full access to them once they are in the field. *Mark Anderson –* Is this contract limited to the scope of Level III? *Chris Brickell* – yes.

*Lori Vadakin –* Teaching emotional regulation skills does that fall under mental health support? – *Eamonn Burke –* We consider that mental performance, we have mental performance coaches that teach mindfulness, meditation, self-regulation. They don’t fall under Jason’s specialty, but they are offered in the workshops.

*Karen Tronsgard Scott –* Will we be able to see a drop in the number of recruits we lose in an academy due to injury? *Eamonn Burke –* Yes.

*Karen Tronsgard Scott –* When should the council expect to be updated on this process?

*Chris Brickell –* Pre-Academy prep will all depend on what O2X finds and I presume will take a good portion of this academy class that is going through. We will have it out before the next academy class and statewide.

**Executive Director Updates:** *Acting Executive Director, Chris Brickell*

* The Act 56 group met yesterday and discussed language for code of conduct. Discussion centered around email language for law enforcement to provide more clarity for what the Code of Conduct is and for feedback. There was an ask by law enforcement for clarity as well as the professional regulation subcommittee around Category B offenses.
	+ Not all agencies have uniform policies therefore not every agency will have a professional regulation case if there was no violation of their policy.
	+ The Code of Conduct will put all agencies on the same page about what is or is not acceptable.
	+ A summary was given on workgroup member changes.
	+ Law Enforcement can expect an email that explains the work of the group and there will also be an hour-long Q and A for all of law enforcement.
	+ Next the group will develop rules for content, implementation, and how the code of conduct can be modified.
* Level II Liability workgroup – That is in the process of being formed. It will work towards discussing the liability we face with Level II training. They will look at prior findings of the TAC committee, the liability that is potentially exposed to agencies by the limited training officers get with Level II, the limited response they got from Level II during the JTA, and whether Level II could be a framework for an alternate path?
	+ They will study these options and report out to the Council.
	+ This will be at least a three-month process beginning August 12th.
	+ A summary was given on the member of the groups.
* Level III curriculum review committee – Kevin Lane is managing that work group. There is a meeting scheduled for September 11 and 12th at Middlebury PD.
* Positions – Four positions are open, and we are looking for great applicants.
	+ The Community Inclusion Director closes today, we have developed a matrix with Tabitha Moore, we will review applications and select a panel to being interviews.
	+ FIP Trainer – Closes August 8th as of today there were no applicants. If we do not get any we will re-evaluate as needed.
	+ In-service Training Coordinator – July 24th that closed. We have three qualified applicants. The first round of interviews has taken place.
	+ VCJC Investigator – We have a contracted position that we have been utilizing to conduct Category C complaints. This position closes August 12th and there are 4 applicants.
* August hearing date – We can release the August hearing date of the 20th.
* ARIDE – Advanced Roadside Impaired Driving Enforcement training – there was a recommendation made by John Flannigan. This 16-hour course is offered to those that have completed DUI and SFST training as well as a couple of years of experience on the road before taking ARIDE.
	+ ARIDE recommendation to be voted on for Council Rule – For Level I, II, and III officers that are engaged in a highway safety enforcement shall complete within three years of certification.
	+ After additional discussions - Chiefs and Sheriffs recommend – anyone that has completed DUI or SFST training shall complete ARIDE training within three years after completion and a person that no longer engages in traffic enforcement can obtain a waiver exempting them from completing the training.

*Mark Anderson made a motion to accept the Chiefs and Sheriffs recommendation for rules on ARIDE, second by Tom Chenette, discussion ensued.*

*Mark Anderson –* I am a former DRE; I believe the chiefs and sheriffs recommendation honors the intent of John Flannigan and the legislature. The only concern I have with John’s recommendation is it is a strong recommendation followed by a must.

*Vote: All in favor.*

**General Discussion:** Thank you to the staff at the academy for all of the work that is being done.

*Chris Brickell –* This place works because of the team that is here and not any one individual everyone has been doing that in the 2.5 years I have been here. Knowing the support is there from the Council is very helpful.

We have currently 53 recruits that is a lot of people to move in a short period of time. It is not easy. If you have free time on August 13th please come to the Academy

*Mark Anderson made a motion to adjourn the meeting, seconded by Cassie Burdyshaw, no discussion, all in favor.* Meeting adjourned.