



VCJC Professional Regulation Subcommittee Agenda Meeting Minutes January 10 (10-11:30)

Meeting Date and Time: Monday, January 10, 2021 10:00AM – 11:30AM

Meeting Location: This meeting was via Microsoft Teams.

Voting Members Present: Trevor Whipple, Karen Tronsgard-Scott, Shawn Pratt, Jennifer Frank

Voting Members Absent: Karim Chapman

Others in Attendance: Jacob Humbert, Lindsay Thivierge, Heather Simons, Christopher Brickell

Call to Order 10:06AM

Additions/Deletions to the agenda: None

Meeting Minutes: No quorum to vote on meeting minutes with members that were present. Moving to next meeting agenda.

Effective this meeting Trevor Whipple is the chair and Chris Brickell is Deputy Director to the Academy.

Introduction of new subcommittee member: Chair Whipple introduced Chief Jennifer Frank who is also the current Chief's representative to the Council and this subcommittee. Chief Frank has worked for seven years in the state of Vermont prior to that she worked for the AG—Victim Services in NH for ten years. Her time in Vermont she started as an SRO then worked her way up to Chief.

Vote in new Vice Chair—Discussion on new vice chair tabled until Karim could be present for the conversation in case he has interest in the role.

Set meeting dates for 2022: Trevor Whipple made motion to meet every first and third week starting 2/7 with no meeting on 2/17. Second by Shawn Pratt, all in favor (4/5).

Stipulation Agreements: One of the next possible steps in the Professional Regulation Subcommittee process. Discussion revolved around various options that were presented by Jacob Humbert.

- Closed letter and informal process but like a court proceeding. Council could still make discovery schedules.
- Stipulation procedure in the agreement would be information such as wrongdoing, terms and conditions, obligations, acknowledgement. Nothing final until accepted by the Council. The stipulation agreement could be revised by the subcommittee and could potentially go to hearing.
- To implement these procedures there would have to be an idea on what would like to see in a stipulation agreement. Jacob will present a range of options.

By statute any document signed off and approved by the Council would be public. Cascading process of ever-growing disclosure. When the Council votes the decision can be appealed to Vermont Supreme Court.

Questions were raised around stipulation agreements



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Karen spoke about a similar process in the Victim advocate world.

It was agreed that stipulation agreements would be a possibility for only the most egregious cases and how we can use these to elevate best practices.

Each case will be dependent on the information and whatever the policy goals are, these would work together to come to an agreement on settlement cases.

Not every matter will go to full evidentiary hearing.

Subcommittee should have a range of possibilities to choose from in each case. This would possibly include a summary of allegations to include policy violations, reprimands, opportunities for learning, suspension, revocation, revocation without recertification option, whether or not it was reviewed by the full council.

The law requires disclosure and the public needs the information.

Support was expressed on the expression of values presented in these options, that this work is not invested in punishment regardless of offense. Appreciation was also verbalized on the fact that law enforcement is willing to take a look at themselves and make sure they are doing right by all people.

For so many years law enforcement had the benefit of the doubt and now they are being held accountable if they commit a violation.

General Discussion—Director Simons welcomed Chief Frank to the Committee and expressed that there has never been a more important time to be a part of this subcommittee. Director Simons spoke on the progress we have made and the importance that we have been educating ourselves and taking our time to do this right. Although the subcommittee won't fix everything in the short term, in the end there will have something to be proud of. The work done shows that the profession is choosing to pivot away from mediocrity or worse and five years from now the law enforcement profession will be enhanced. Most law enforcement are doing the right thing every day.

No Public Comment —None

Meeting adjourned Motion made to adjourn until the 24th Trevor Whipple, 2nd Shawn Pratt, all in favor (4/5)