

AGENDA
Police Community Advisory Board
Regular Meeting Agenda
Tuesday, February 20, 2024 – 6:00 pm
81 Main St., Essex Junction, VT 05452

This meeting will be in person and online. Available options to watch or join the meeting:

- [Join online: Microsoft Teams ID: 267 751 285 914; Passcode: H7ukvs](#)
- [Join calling: \(toll free audio only\): 1-802-377-3784; Phone Conference ID: 213 057 884#](#)

Welcome –

1. CALL TO ORDER

2. AGENDA ADDITIONS/CHANGES

3. APPROVE AGENDA

4. PUBLIC TO BE HEARD

- a. Comments from the public on items not on the agenda.

5. CONSENT ITEMS

- a. PCAB Draft Minutes 01232024

6. BUSINESS ITEMS

- a. Community Outreach/Howard Center Presentation – Hannah Toof (30 mins)
- b. Police Community Advisory Board – Work Plan for 2024 Continued.

7. READING FILE

- a. 2024 Year In Review – Chiefs Report
- b. PCAB Draft Minutes 01232024
- c. EPD Response To Persons in Crisis

8. ADJOURN

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POLICE COMMUNITY ADVISORY BOARD
January 23, 2024
POLICE COMMUNITY ADVISORY BOARD
REGULAR MEETING
MINUTES OF MEETING - DRAFT
JANUARY 23, 2024

POLICE COMMUNITY ADVISORY BOARD: Gwendolyn Evans, Leo Duque, Christina Hagestad, Dan Maguire, Jody Kamon (Advisor).

ABSENT: Guillamue Teganyi, Arthur Bergeron, Ta-Tanisha Redditta (Advisor)

STAFF: Anthony Jackson-Miller (Community Affairs Liaison-Essex Police Department)

ADMINISTRATION: Ron Hoague (Police Chief)

OTHERS PRESENT: Dawn Hill-Fleury (remote)

1. CALL TO ORDER

Chair Leo Duque called the meeting to order at 6:10pm.

2. AGENDA ADDITIONS/CHANGES

3. AGENDA APPROVAL

Agenda Approved. Minutes from December 19, 2023 approved. Relative to the CAB mission noted in the minutes Advisor Jody Kamon pointed out that the mission is more completely described as “bi-directional” to include the CAB acting as a communication conduit to the community relative to fair and impartial policing.

4. PUBLIC TO BE HEARD

No members of the public were heard.

5. BUSINESS ITEMS

a. Police Community Advisory Board – Work Plan for 2024.

Board Chair Leo Duque started the conversation by reminding the board of the Chief’s presentation made “day one” aka the board’s first meeting back in August 2023. Chief Hoague reminded the board they are notably citizens of the community who provide communication with the community relative to police policies and procedures and advise accordingly. The Chief suggested and the board adopted the creation of a ‘community survey’ designed to see “how we are doing”. The last such survey was three years ago. In addition, the board discussed “listening sessions” as a communication tool. Anthony offered to share with the board the prior survey as a “jumping off point”. Gwendolyn cautioned that a survey can present challenges to the disabled. The board was supportive and determined that Gwendolyn be given the opportunity to “test out the survey” in that context. Gwendolyn asked about the “Citizen’s Academy” and “getting the word out” about the next upcoming class. Anthony advised that the second class of the academy will initiate in early April. Other opportunities to communicate and outreach the community were discussed such as: alternate formats to include print material usage, CAB presence at the “Showcase” just before

Town Meeting and other such events as well as a social media presence. The Chief offered to see if the Town had space on its web page for a CAB presence and Anthony encouraged the board to “create content” for community outreach designed to reach those residents who might be most receptive, interested and impacted. He suggested that the board could consider meeting more than one time per month. The Chair Leo Duque advised the board should be prepared to discuss at the next meeting whether the board should meet every two weeks. He also wanted the board to have its work plan for 2024 reduced to writing by the next meeting.

Re: reading file – crime statistics.

Anthony and the Chief discussed the troubling uptick in juvenile crime, specifically a spate of auto thefts inspired by certain TikTok videos. The Chief also warned that the traffic statistics showed a rise in car crashes and advised where the hot spots are.

b. Public Meeting Law – Minutes.

Anthony advised that per public meeting law the minutes must be submitted within five days of the meeting.

6. CONFIRMATION OF TOPICS FOR NEXT MEETINGS AGENDA

Anthony Jackson-Miller advised the next meeting will include further discussion relative to the board’s Work Plan for 2024.

7. ADJOURN

Christina Hagestad made a motion to adjourn which was unanimously seconded by the Board. The meeting adjourned at 7:38pm.

Respectfully submitted,
Dan Maguire
CAB Secretary

ESSEX POLICE DEPARTMENT

ESSEX POLICE DEPARTMENT
CHIEFS REPORT
2023 YEAR IN REVIEW





ADDITIONS TO THE ESSEX PD FAMILY: POLICE OFFICERS

- OFFICER ALEXANDER "SANYA" KOCHELYAEV WAS HIRED AS A POLICE OFFICER IN JUNE. HE GRADUATED THE VERMONT POLICE ACADEMY IN JULY. [PICTURED MIDDLE]



ADDITIONS TO THE ESSEX PD FAMILY: POLICE OFFICERS



- OFFICER KENAN HAJDAREVIC WAS HIRED AS A POLICE OFFICER IN AUGUST. HE GRADUATED THE VERMONT POLICE ACADEMY IN DECEMBER.
(PICTURED LEFT)
- OFFICER ZACHARY GAMELIN WAS HIRED AS A POLICE OFFICER IN AUGUST. HE GRADUATED THE VERMONT POLICE ACADEMY IN DECEMBER.
(PICTURED RIGHT)



ADDITIONS TO THE ESSEX PD FAMILY: CIVILIANS

TIERRA MYERS WAS HIRED IN APRIL TO BE AN
ESSEX POLICE DEPARTMENT PART-TIME
DISPATCHER, AND THEN HIRED ON AS A FULL-TIME
DISPATCHER IN AUGUST.





ADDITIONS TO THE ESSEX PD FAMILY: CIVILIANS

ELIZABETH "LIZ" TESSIER WAS HIRED IN
OCTOBER TO BE THE ESSEX POLICE
DEPARTMENT'S RECORDS CLERK.



ADDITIONS TO THE ESSEX PD FAMILY: CIVILIANS

ELLE LENZINI WAS HIRED IN OCTOBER TO BE THE
ESSEX POLICE DEPARTMENT'S NEW ANIMAL
CONTROL OFFICER. THE ANIMAL CONTROL OFFICER
SERVICES ARE CONTRACTED THROUGH HEART
WILDLIFE REMOVAL





ESSEX POLICE DEPARTMENT RETIREMENTS

RAY LACROIX RETIRED IN MARCH
OF 2023, AFTER 14 YEARS OF
DEDICATED SERVICE AS A
DISPATCHER FOR THE ESSEX
POLICE DEPARTMENT. WE WISH
HIM WELL IN HIS RETIREMENT
AND WILL MISS HIS EXPERIENCE
IN THE DISPATCH CENTER.



NEW ASSIGNMENTS

OFC. CRAIG WINKLER - FROM PATROL TO DETECTIVES
(JANUARY 2023)

CPL. SABRINA FEIT - FIELD TRAINING OFFICER
(JANUARY 2023)

OFC. TYLER DEPASQUALE - TACTICAL TEAM MEMBER
(MARCH 2023)

OFC. STEPHEN GRAGG - TACTICAL TEAM MEMBER
(MARCH 2023)

OFC. STEPHEN GRAGG - CERTIFIED DRUG RECOGNITION EXPERT
(JULY 2023)

CPL. CHRISTOPHER MAY - FIELD TRAINING OFFICER
(NOVEMBER 2023)





ACCOLADES

DISTRICT SCHOOL LIAISON
CPL. JOHN RUTTENBERG WAS GIVEN THE
"SERVICE ABOVE SELF" AWARD FROM THE
ROTARY CLUB OF ESSEX. THIS AWARD IS
GIVEN ANNUALLY TO ONE EMPLOYEE WHO
EXEMPLIFIES SELFLESS SERVICE WHILE IN
THE LINE OF DUTY.



2022 VS 2023 TRAFFIC SAFETY STATISTICS

2022 TOTAL TRAFFIC STOPS: 2430

2023 TOTAL TRAFFIC STOPS: 2225

	Accident - with Damage	Accident - LSA	Accident - With Injury	DUI	Traffic Hazard
2022	379	39	38	53	70
2023	433	50	36	43	29

2023 TOP 5 CALLS FOR SERVICE

TRAFFIC STOPS ← 2225

SUSPICIOUS
PERSON/CIRCUMSTANCES ← 1024

ASSIST-PUBLIC ← 850

ALARM ← 472

ASSIST-AGENCY ← 450





2022 VS 2023 PROPERTY CRIME STATISTICS

	Larceny from Person	Larceny - Retail Theft	Larceny - From Vehicle	Larceny - From Building	Larceny - Stolen MV	Larceny - Other	Unlawful Mischief/Vandalism	Recovered Stolen Vehicle	Recovered Stolen Property
2022	1	102	84	52	18	44	59	4	5
2023	1	87	117	40	32	37	54	9	9



CPL. WEHMAN AND K9 NOVA

AWARDS:

IN APRIL 2023, K9 NOVA AND I WERE AWARDED THE 2022 CO-PATROL TEAM OF THE YEAR AND THE LIFE SAVING AWARD

TRAINING:

270 HOURS OF TRAINING FOR THE YEAR
ATTENDED TWO SEMINARS WITH TWO OF THE TOP TRAINERS IN THE COUNTRY

- 1) CAMERON FORD, ODOR PAYS FUNDAMENTALS (24 HOURS)
- 2) JERRY BRADSHAW, BITE WORK WORKSHOP (24 HOURS)

IRON DOG:

FIRST PLACE IN THE BUILDING SEARCH
SECOND PLACE FOR THE ENTIRE EVENT





CPL. WEHMAN AND K9 NOVA'S NOTABLE DEPLOYMENTS

1. 23ES000927 - K9 Assist

K9 Nova assisted Burlington Police Department by tracking a suspect in a shooting. The track was approximately 1.75 miles and took about 1 hour. There were countless amounts of cars, people, and other animals in the area.

2. 23ES003431 - K9 Track

K9 Nova located a female who was a suspect in home invasion.

Time of call - 0328 hours.

Start of track - 0415 hours.

Track length - approximately .4 miles.

Track duration - 46 minutes.

Age of track - approximately 45 minutes.



HOWARD CENTER COMMUNITY OUTREACH TEAM ESSEX FY23 NUMBERS

TOTAL CONTACTS

POLICE INITIATED ← 209

POLICE INVOLVED ← 136

CLIENT INITIATED ← 59

OUTREACH INITIATED ← 31

SERVICES

HC SERVICES ← 246

NO SERVICES ← 136

UNKNOWN ← 12

PRIMARY SERVICES

CONSULTATION ← 14

CRISIS /DE-ESCALATION ← 108

ENGAGEMENT ← 108

FOLLOW-UP SUPPORT ← 92

OTHER ← 4

PROACTIVE OUTREACH ← 26

SERVICE COORDINATION ← 42



TRAINING OPPORTUNITIES ESSEX POLICE DEPARTMENT EMPLOYEES PARTICIPATED IN

National Tactical Officers Association (NTOA) Basic SWAT School

Team Two - Law Enforcement and Mobile Crisis Training

Non-Confrontational Investigative Interviewing

Creating a Respectful Work Environment Training

Field Training Officer School

Drug Recognition Expert Training

Fair and Impartial Police Training

Responding to & Investigating Bomb Threats & Swatting Hoaxes

Federal Bureau of Investigation - Law Enforcement Executive Development Association (FBI-LEEDA) - Supervisor Leadership Institute

FLETC - Use of Force Instructor Training (Federal Law Enforcement Training Center)

Creative Discourse - Identity Responsive Policing Training





TRAINING OPPORTUNITIES ESSEX POLICE DEPARTMENT EMPLOYEES PARTICIPATED IN (CONTINUED)

Professionalizing Law Enforcement-Community Engagement Training

Department of Homeland Security Cybersecurity and Infrastructure Security Agency
(CISA) Active Shooter Preparedness

Combating Racism: Recognizing and Preventing the Criminalization of Normal Adolescent
Behavior Among Youth of Color

Empowering People Working with Youth to Understand and Prevent Racism

Federal Emergency Management Agency Incident Command Structure (FEMA ICS)- 400:
Advanced Incident Command System

Department of Homeland Security Cybersecurity and Infrastructure Security Agency
(CISA) Tabletop Exercise for Champlain Valley Fair

Insight Policing: Conflict Resolution for Law Enforcement





2023 ESSEX PD INITIATIVES

COFFEE WITH THE CHIEF (JANUARY 2023)

WILLISTON PD/ESSEX PD SHARED DISPATCH (JANUARY 2023)

CITIZEN POLICE ACADEMY (APRIL 2023)

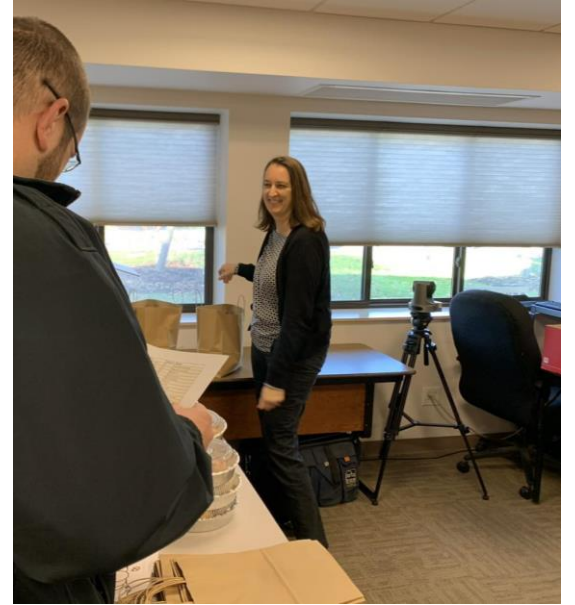
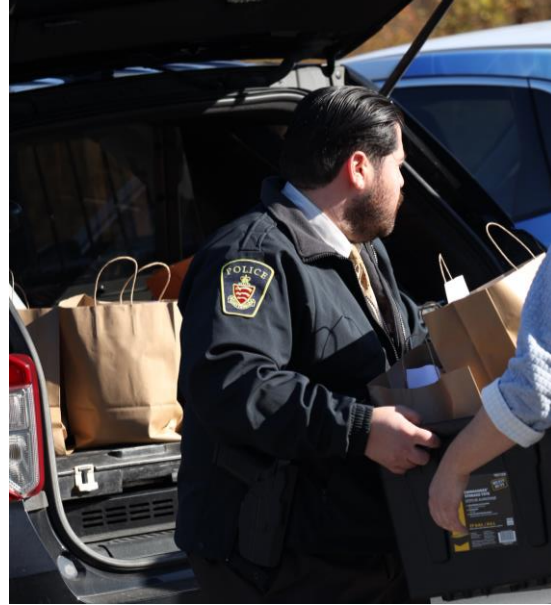
POLICE COMMUNITY ADVISORY BOARD (AUGUST 2023)

- IDEAL VERMONT
- 3RD ANNUAL ESSEX COMMUNITY JUNETEENTH CELEBRATION
- BIG BEAUTIFUL LIFE RUN WALK AND ROLL (ADDI'S ENGINE)
 - TOWN OF ESSEX - EXPLORE ESSEX / PASSPORT DAY
 - VERMONT GOVERNORS HIGHWAY SAFETY PROGRAM
- LITTLE LEAGUE PARADES (CITY OF ESSEX JUNCTION AND TOWN OF ESSEX)
- NATIONAL LAW ENFORCEMENT OUTREACH AND ENGAGEMENT ASSOCIATION
 - ESSEX MEMORIAL DAY PARADE
 - NATIONAL NIGHT OUT
- 2023 CHAMPLAIN VALLEY FAIR (THE 10 BEST DAYS OF SUMMER)
 - TOWN OF ESSEX COMMUNITY DAY
 - SPECIAL OLYMPICS FLAME OF HOPE 5.1 MILE RUN
 - DEA NATIONAL DRUG TAKE BACK DAY
- CITY OF ESSEX JUNCTION PUMPKIN PALOOZA
- TOWN OF ESSEX PARKS AND RECREATION MEALS ON WHEELS FOR SENIORS
 - NO SHAVE NOVEMBER
- ESSEX ROTARY CLUB SENIOR CITIZENS LUNCHEON
- TROY'S TOYS HOLIDAY LIGHT PARADE



EVENTS WE PARTICIPATED IN THIS 2023





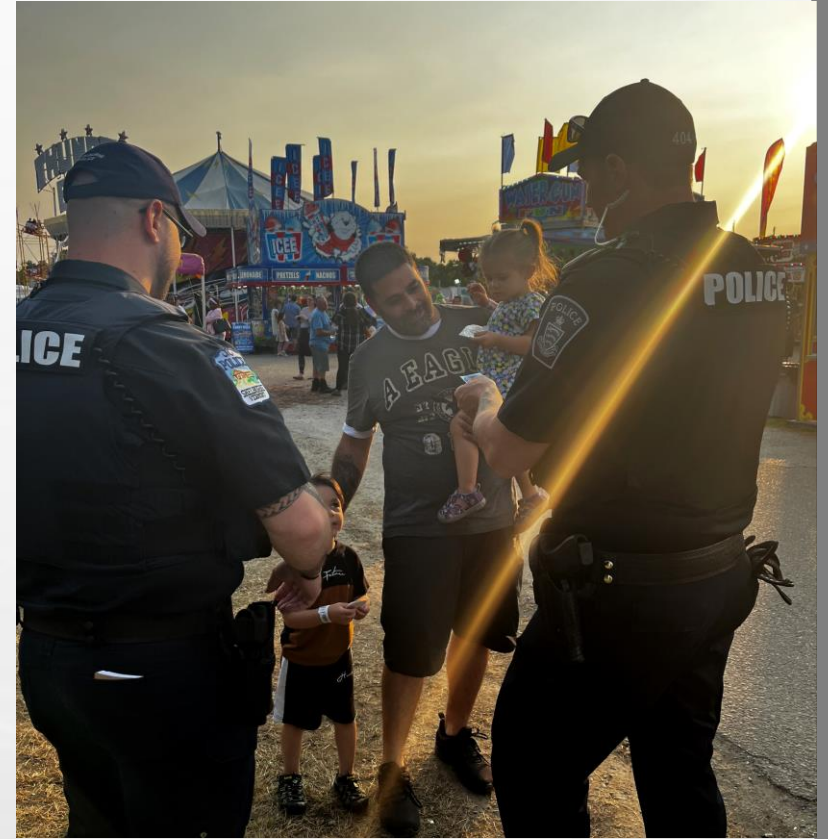
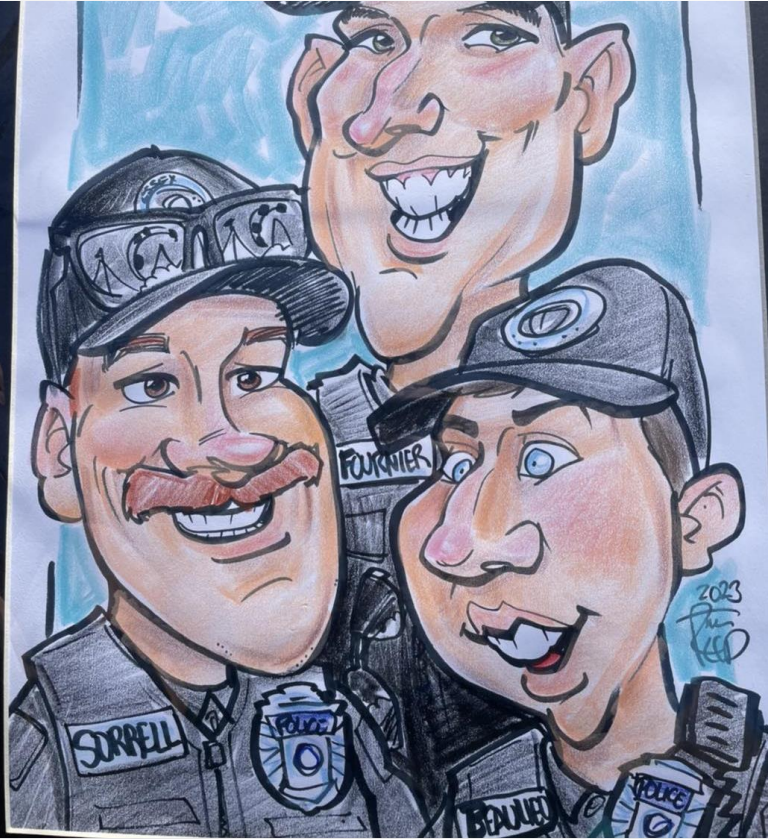
SENIOR MEALS FOR THANKSGIVING





2023 MEMORIAL DAY PARADE





2023 CHAMPLAIN VALLEY FAIR





2023 NATIONAL NIGHT OUT

ESSEX POLICE DEPARTMENT
COURAGE | INTEGRITY | RESPECT

www.epdvt.org





**2023 NO SHAVE NOVEMBER –
RAISING MONEY FOR AUNT DOT'S PLACE**



EPD IS HIRING!

\$55,890 to \$99,715
base salary range

Salary is on an annual basis.

- VMERS D RETIREMENT PROGRAM
- SHIFT DIFFERENTIAL, WEEKEND AND HOLIDAY PAY
- 10-HOUR SHIFTS, 4 DAYS ON / 3 DAYS OFF SCHEDULE
- 1 WEEK OFF A MONTH AS PART OF SCHEDULE
- FULL MEDICAL BENEFITS TO INCLUDE DENTAL AND VISION
- LIFE INSURANCE TO INCLUDE ACCIDENTAL DEATH/DISMEMBERMENT
- HEALTH AND FITNESS PROGRAMS
- FOURTEEN PAID HOLIDAYS PER YEAR
- VACATION, SICK AND PERSONAL LEAVE
- STEP PLAN WITH INCREASE FOR YEARS OF SERVICE
- EQUIPMENT AND CLOTHING ALLOWANCE
- ALL UNIFORMS AND EQUIPMENT TO INCLUDE FIREARMS AND KEVLAR VESTS PROVIDED BY DEPARTMENT.
- VARIOUS SPECIALTY ASSIGNMENTS SUCH AS DETECTIVES, K9 OFFICER CUSI, TRAFFIC SAFETY OFFICER, SRO/DLO, TASK FORCE OFFICER, AND TACTICAL UNIT.



**Essex Police
Department**

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ESSEX POLICE DEPARTMENT
Department Directive



Date Issued: 03-19-2021	Number: 1.3.11
Response To Persons In Crisis	<input checked="" type="checkbox"/> New <input type="checkbox"/> Amends <input type="checkbox"/> Rescinds
Authorized Signature: <u style="display: inline-block; width: 300px; border-bottom: 1px solid black; vertical-align: middle;">Ron Hoague</u> Chief of Police	
<i>This policy is for internal use only and does not enlarge an employee's civil liability in any way. The policy should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against employees. A violation of this policy, if proven, can only form the basis of a complaint by this department for non-judicial administrative action in accordance with the laws governing employee discipline.</i>	
Date Implemented: 03-19-2021, 02-14-22	Review Date: 01-01-2023

1.0 PURPOSE

1.1 The purpose of this policy is to establish guidance when responding to incidents in which members of the public are experiencing a crisis event. A significant number of police responses are fueled by those community members suffering from an unmet social need. These types of calls demonstrate a complexity not always present with other calls for service; persons with diminished capacities may present irrational, unpredictable, threatening, or in other ways that are incongruent with societal norms.

2.0 POLICY

2.1 It is the policy of the Essex Police Department (EPD) to make all efforts to safely resolve issues involving persons experiencing a crisis event and intersect those in need with the services available. Officers should make all attempts to use the tenants of active listening and de-escalation when dealing with those in crisis.

2.2 The Essex Police Department will work with community partners including, but not limited to, the Howard Center, the Chittenden County State's Attorney's

Office, the University of Vermont Medical Center, ACTI, First Call, Community Outreach and others to provide these services.

- 2.3 This policy is intended to supplement procedures outlined in EPD Response to Resistance (2.5.1) and is not intended to replace procedures outlined in those policies.

3.0 DEFINITIONS

- 3.1 **Dangerous person in crisis:** A person who is exhibiting signs of mental crisis and presents a substantial risk of serious harm to self or another person or persons within the near future as manifested by evidence of recent acts or threats of violence or by placing others in reasonable fear of such harm.
- 3.2 **Mental Crisis:** This policy does not require officers make or provide guidance for a diagnosis of whether the subject is mentally ill or what form of mental illness the subject may have but rather to use reasonable judgment to recognize behavior which is generally associated with a person in crisis from a lay person's perspective.
- 3.3 **Persons in crisis:** This refers to a segment of the community officers will be expected to assist, including all persons encountered in the field who exhibit subjectively unusual behaviors. In this context, a person with substantially impaired capacity to use self-control, judgment, or discretion in the conduct of the person's affairs and social relations, associated with maladaptive behavior or recognized emotional symptoms where impaired capacity, maladaptive behavior, or emotional symptoms can be related to physiological, psychological or social factors. These outward observable symptoms could be the result of intoxication, drug use, suicidal indications, mental illness or medical complications.

4.0 PROCEDURES

- 4.1 Upon receiving complaints involving persons in crisis, the dispatcher receiving the call shall obtain as much information about the involved person including whether they have a history of similar behavior, whether they are armed or have access to weapons, whether they have a history of violent behavior, etc.
- 4.2 When possible, two (2) officers shall be dispatched to an incident involving a person in crisis. Officers unexpectedly encountering such persons shall request backup and, if possible and reasonable, wait to engage the person.

- 4.3 If a response warrants the use of lights and sirens, officers should consider (if safe to do so) reducing the use shortly before arriving on scene in order to mitigate escalation of behavior.
- 4.4 Officers responding to calls involving persons in crisis should consider using de-escalation tactics including communication, time, distance, or scene management as outlined in 2.5.1 Response to Resistance.
- 4.5 Upon arriving and interacting with a person in crisis, officers should make an assessment upon what resources, if any, may be appropriate to help the person.

5.0 Indicators of Diminished Capacity

- 5.1 A person in crisis may display any number of indicators and officers should be aware of the options they have to offer support. Information should be gathered from officer observations, feedback from medical or mental health professionals, and other law enforcement specific information including recent incidents, bulletins, etc.
- 5.2 A person in crisis may display any number of indicators which could include and are not limited to:
 - i. Severe changes in behavioral patterns and attitudes
 - ii. Unusual mannerisms
 - iii. Loss of memory/ disorientation
 - iv. Hostility to or distrust of others
 - v. Lack of cooperation and tendency to argue
 - vi. Known history of mental illness
 - vii. Unresponsiveness to social cues
 - viii. Distracted/ inattentive behavior
 - ix. Impaired judgment
 - x. Substance intoxication
 - xi. Grandiosity-exaggerated self-appraisal
 - xii. Rapid, hard to interrupt speech
 - xiii.** Suicidal statements, hopelessness, or irrational guilt
 - xiv. Paranoia
 - xv. Responding to voices/ one-sided conversations

6.0 Resources

- 6.1 There are a variety of resources that may be available to a person in crisis. It is important to note that the resources listed here are not exclusive, and instead are

representative of the most commonly used resources in the area. Additionally, it is important not to discount other resources, including family members and friends; family can often advocate on behalf of a person suffering a crisis event more effectively due to their historical perspective and established relationships.

6.2 ACT 1:

- (i) ACT 1 is a detoxification facility which has staff trained to supervise persons of a reduced mental capacity based specifically on alcohol.

6.3 Crisis Hotline/ First Call:

- (i) Persons experiencing crisis or wishing to have mental health related assistance may be referred to the Crisis services or First Call hotlines. These services may be used to help refer caller to services, provide help to those in need and/or schedule follow-up services or referrals.

6.4 Chittenden County State's Attorney's Office:

- (i) Mental health struggles play a significant role in crime in Chittenden County. At times, officers are left with little alternative but to arrest a person committing crime and struggling with mental health to offer them services.
- (ii) Officers should consider the use of affidavits as a way to articulate mental health struggles of defendants. State's Attorneys are able to work with defense counsel to obtain treatment as part of negotiated conditions or pleas.

6.5 Howard Center:

- (i) The Howard Center is the predominant mental health resource group in Chittenden County; the organization offers physical locations for mental health services available in the Essex area. Additionally, the Essex Police Department has paired with the Howard Center to have Community Outreach embedded with this agency. Community Outreach are supplemental staff to Essex Police Department; while oversight of scenes operationally is the decision of the Officer in Charge, administrative oversight of this program rests with the Howard Center.
- (ii) Community Outreach staff have special education and training. They are trained to help those experiencing mental health crises, and also to offer services to those who may be impacted due to mental health

struggles.

- (iii) Community Outreach staff should be called upon when officers believe there may be a mental health component to a call for service as they may be able to offer resources or support where the police cannot.
- (iv) Dispatchers, and officers, are authorized to screen incidents as they are reported and assign them to Community Outreach in lieu of a police officer response. When doing so, the on-duty supervisor, or senior officer on duty, will be consulted. This process is designed to assure the most appropriate services to the individual in need.
- (v) Types of incidents that may be diverted may include homelessness, trespassing, persons in need of services, etc. When screening calls, members should consider the safety aspects of a particular call when deciding to divert a call to Community Outreach or whether a joint response with law enforcement is needed. When in doubt as to whether a case fits the capabilities, a joint response should be assigned.
- (vi) The dispatcher should create an incident and assign an officer to the incident even though Community Outreach is handling the incident. The assigned officer should be sure to indicate that Crisis Services were involved via the incident detail check box.
- (vii) Unless emergent, calls after hours can be assigned, and Community Outreach notified for follow up the next day via email.
- (viii) If a caller specifically refuses Community Outreach or requests an officer, the dispatcher should send an officer and notify Outreach.
- (ix) Community Outreach staff may also elect to respond to certain incidents without police assistance, particularly if the person involved is not believed to be violent and has not displayed a history of violence.
- (x) In the event that a Community Outreach staff is unavailable to respond to a call for service with a mental health component, the officer shall notify Community Outreach staff via email using the established email group. This will also be noted and provided to Howard Center for purposes of tracking staffing.

6.6 **UVM Medical Center:**

- (i) Persons suffering a crisis event may, with their consent, be brought to the UVM Medical Center's Emergency Department to speak with Howard Center's Crisis staff. Like Community Outreach staff, they have specialized training and experience to provide support to those in crisis. Additionally, staff at UVM Medical Center work together and may be able to mandate some level of treatment unavailable to law enforcement.

- (ii) Persons may also be brought to UVM Medical Center as part of the emergency examination process if a warrant for such an exam has been obtained. Generally, the person must be determined to be a dangerous person in crisis requiring immediate intervention.