



Town of Essex
Police Community Advisory Board
 Phone: (802) 878-1341
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AGENDA

Tuesday, April 21, 2026 – 6:00 PM
81 Main St., Essex Junction, VT 05452



This meeting will be in person and online. The agenda is available in alternative formats upon request.

- **JOIN ONLINE:** [Zoom Meeting ID: 833 5079 9533 | Passcode: 160364](#)
- **JOIN CALLING:** (*toll free audio only*): (888) 788-0099 | Meeting ID: 833 5079 9533; Passcode: 160364
- **WATCH:** Recorded meetings may be viewed on the [Town of Essex Channel](#).
- **SCAN** the code on the left for the Zoom meeting link.

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| 1. | CALL TO ORDER | | 6:00 PM |
| 2. | AGENDA ADDITIONS/CHANGES | | |
| 3. | APPROVE AGENDA | | |
| 4. | PUBLIC TO BE HEARD | | |
| | a. Comments from the public on Consent items and items not on Agenda | | |
| 5. | CONSENT ITEMS | | |
| | a. Approve minutes:
March 17, 2026 | | |
| 6. | BUSINESS ITEMS | | |
| | a. Introduction of new CAL | | |
| | b. EPD Update / Memo | | |
| 7. | READING FILE | | |
| | a. Town/ City Memo RE Immigration Enforcement | | |
| 8. | PROPOSED EXECUTIVE SESSION | | |
| 9. | ADJOURN | | |

POLICE COMMUNITY ADVISORY BOARD

March 17, 2026

POLICE COMMUNITY ADVISORY BOARD

REGULAR MEETING

MINUTES OF MEETING- DRAFT

March 17, 2026

POLICE COMMUNITY ADVISORY BOARD: Jenny Parker, Gwendolyn Evans, Dan Maguire, Nancy Bean, Christina Hagestad, Lisa Holmes

ABSENT:

STAFF: Alyssa March- Community Liaison, Essex Police Department and Ron Hoague (EPD Chief)

ADMINISTRATION:

OTHERS PRESENT: George Facteau (Community Outreach), Lorraine, Anne Miller

1. CALL TO ORDER

Chair Gwendolyn Evans called the meeting to order at 6:00pm.

2. AGENDA ADDITIONS/CHANGES

Nancy asked to get the approval for shirts and jackets for the Board members.

Lisa asked the Chief to speak about the incident in South Burlington with ICE and how would a situation in Essex be handled and asked for the Chief to speak about the recent death involving a dog.

3. AGENDA APPROVAL

The agenda was approved.

4. PUBLIC TO BE HEARD

Lorraine shared that people in the community are concerned and some are still not comfortable to attend the PCAB meeting. Lorraine shared that some community members believed there were too many "uniforms" at the Town Meeting night. She stated that she believed there was discussion before about not having too many officers in uniforms at events like that. Lorraine also wanted to speak about the ICE incident in South Burlington. She expressed concerns about if ICE will be at polling stations and asked who could call the police for help because it seems unclear in the community. Lorraine did need to leave but the Chief stated that he would address her concerns after Ann Miller spoke.

Anne Miller shared that her family has concerns as well about federal agents and how some of her family members are afraid to speak in public due to their accents and being heard. Anne wants to know that 911 is available for anyone to call that needs help. She also asked if there are verification steps to ID a federal officer.

The Chief shared that there were two officers in uniform at the Town Meeting (him and one officer). He plans to follow up with the Town Manager to ask what the expectation is for the department. He also shared that he believes the Town Meeting occurred right after the Iran

bombing and he told the department to be on the lookout for anything when it comes to large gathering so that might be why there could have been one other officer in uniform there. The Chief stated that Vermont has policies about immigration and local police cannot engage in civil immigration cases.

The Chief stated that the priority of Essex Police Department is the safety of the Essex community (citizens and those who travel through).

The Chief shared that he got his information about SBPD and ICE the same way everyone else has through the news and that SBPD was unaware of what was going on at that call until they got there. SBPD was then advised to keep the public and ICE away from each other and not there to help ICE. If it was EPD they would respond the same way and keep the public and ICE separate. ICE did not work with local law enforcement. SBPD called VSP for support with the crowd numbers.

The Chief stated that he is unaware of ICE being at polling stations.

The Chief also stated that EPD cannot interfere with a federal agent unless it involves use of force.

Lisa asked about the incident in a training perspective with any plans or thoughts. The Chief shared that EPD gets more use of force training than other departments.

Gwendolyn shared the benefits of the Citizen's Academy and encouraged the public to take it and asked if Serg. Chistolini could alter some things after the incident.

Jenny shared that she thinks it is important right now that EPD is in uniform because ICE is usually in plain clothing. She also stated how the public might not understand EPD's roles and how uniforms are safety for the officers.

Jenny suggested PCAB being there in the moment of an incident and having how pamphlets about how PCAB can help. Gwendolyn stated that in the moment it is too overwhelming.

The Chief shared that ICE should have an ID on them for their own safety. He also shared that he knows people are looking for definite answers, but these are fluid. He reminded his officers that they need to go with the policies they have and officers are sensitive about what is happening right now as well, but his department knows the policies.

Lisa stated that people can call EPD during calls with ICE and the Chief agreed. She asked if EPD has a statement that could EPD share it with PCAB so the Board can share it and Chief agreed.

Ann stated to be mindful of people's lived experiences.

5. CONSENT ITEMS

a. The Board approved the Minutes for the February meeting.

6. BUSINESS ITEMS

a. George from the Community Outreach Team (COT) came to share what COT does and share that he is now the new Team Lead. George shared that COT responds to mental health, substance use, welfare checks, domestic violence and other jobs that are not for officers. COT works with the schools and First Call.

People can get in touch with COT by calling the hotline. COT makes connections also through the PDs, hospitals and Howard Center.

COTs response time is roughly 15 minutes from initial call.

COT works Monday through Friday 8:30AM-6PM. They will not be extending hours because COT connects services to clients and there are no services to offer at later hours and weekends.

COT bridges the gap between PDs and provides because COT has access to Howard Center records and see if a client has support.

The Chief shared that funding has been an issue every year and currently. He wrote a letter to the Town to request that COT remain funded and last year the Town agreed to fund what was needed because the Town understands the need for COT.

b. Alyssa asked that the members that have not signed the computer policy to please sign it and send it ASAP.

c. There are no upcoming events until National Night Out for PCAB to attend.

d. The Chief shared that there were many questions about why the dog was not put down after its first attack, but the Chief shared that the law states the dog is not violent unless the bite takes place off of their property and the first bite was at the residence as well. There is discussion about strengthening the ordinance.

e. The Board agreed on black jackets with the logo on the back and black shirts. Everyone will send their sizes to Nancy.

7. ADJOURN

A motion to adjourn was made by Gwendolyn. The motion was seconded and approved by the Board. The meeting adjourned at 7:21pm.

Respectfully submitted,

Alyssa March
Community Affairs Liaison

MEMORANDUM



TO: Town of Essex Selectboard
City of Essex Junction Trustees
Regina Mahony, Essex Junction City Manager
Greg Duggan, Essex Town Manager

FROM: Ron Hoague, Chief of Police, Essex Police Department

DATE: March 20, 2026

RE: EPD Preparedness Concerning Immigration Enforcement

After the events last Wednesday, March 11 in South Burlington, and previously in other states, I am seeking to reassure the community that the Essex Police Department has been, and is, prepared with training and policy to ensure the safety of our community.

First, I want to acknowledge that EPD works for all people who might live or work in Essex and Essex Junction. Our first duty is to protect people and their property from harm. That includes anyone lawfully exercising their first amendment rights and Federal Law Enforcement officers who are acting within their authority and lawfully. As we saw last week, this can put local and state law enforcement in a tough position where we are faced with being in between competing interests. As a department, each day we make policy and operational decisions with the goal of providing safety for all through the lens of community expectations for a modern, professional police department.

EPD members know that we must work to meet our first duty stated above and must accomplish that while following policy and state law. Members have been trained on and practice what is outlined in our policies on Fair and Impartial Policing (FIP), Response to Resistance, Duty to Intervene as well as state laws concerning criminal conduct. As outlined in the FIP policy and in state law, the Essex Police Department does not participate in civil immigration enforcement, nor do we make immigration law any sort of priority in our work. Our members receive four times as much training each year in the application of force than is required by the State through classroom discussion, practical application, and scenario-based training. EPD also understands that our policy covering Duty to Intervene requires that, if practical to do so, an officer act if they witness an obviously unreasonable use of force by another law enforcement officer not related to differing agency policies. We follow the policies that are listed on our website for public review [HERE](#).

Bearing this in mind, it is also important to remember that EPD does not have the ability to interfere with Federal officers who are acting within their authority and lawfully. If we receive a request for assistance from anyone, of course we will respond, then work appropriately to reduce conflict and act within the authority given to us by state law.

We are also charged with protecting the rights of community members and will do that by making sure we protect their ability to exercise their rights while also ensuring they do so safely. EPD has regular contact with local organizers of the demonstrations that have happened here and they have been effective partners in accomplishing this. As part of policy and in practice, EPD will not interfere with people exercising their rights as long it is done lawfully. However, as part of our duty to keep the public safe, we will enforce state law and local ordinances. The organizers of local demonstrations and EPD have worked together to promote a space where protest can happen without this needing to occur.

The Town of Essex and the City of Essex Junction should know the members of EPD are well-trained professionals that are mindful of events surrounding us and know that their primary task is the safety of all. We are prepared to accomplish that.