



Town of Essex
Police Community Advisory Board
 Phone: (802) 878-1341
 Email: manager@essex.org

AGENDA

Tuesday, May 19, 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.

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:
6. **BUSINESS ITEMS**
 - a. EPD Update
 - b. PCAB Goals
7. **READING FILE**
 - a. Community Outreach Report
8. **PROPOSED EXECUTIVE SESSION**
9. **ADJOURN**

POLICE COMMUNITY ADVISORY BOARD

April 21, 2026

**POLICE COMMUNITY ADVISORY BOARD
REGULAR MEETING
MINUTES OF MEETING- DRAFT
April 21, 2026**

POLICE COMMUNITY ADVISORY BOARD: Jenny Parker, Gwendolyn Evans, Dan Maguire, Lisa Holmes

ABSENT: Nancy Bean, Christina Hagestad

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

ADMINISTRATION:

OTHERS PRESENT:

1. CALL TO ORDER

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

2. AGENDA ADDITIONS/CHANGES

No additions or changes

3. AGENDA APPROVAL

The agenda was approved.

4. PUBLIC TO BE HEARD

None

5. CONSENT ITEMS

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

6. BUSINESS ITEMS

a. Gwendolyn thanked Alyssa for her work with PCAB.

The Chief introduced the new Community Affairs Liaison, Kristen Wright, to the Board. Kristen has a bachelor's in psychology. She worked in 911 dispatch for almost 15 years in various locations in Vermont. Kristen shared some of her experience of dispatching with the Board.

b. The Chief gave an update about EPD. Yesterday, a dispatcher was supposed to start but an hour before the shift, he notified the department that he would not be taking the position. If anyone knows anyone interested in applying, they are encouraged to apply.

One of the people in the academy ended up leaving the academy due to family so there are currently two left, and they are scheduled to graduate at the end of May.

Two officers are currently on medical leave and two are on military deployment. The Chief is hopeful that there will be support coming back in June. Currently, EPD has 32 full-time

employees, 26 are sworn officers. The PD is authorized to have 31 officers, but the department has 20-21 active officers. There are two more going to the next academy.

The PD will be working on recruitment and different videos like virtual ride along and a virtual PD tour.

The PD will be starting the lieutenant process in mid- May. There are four candidates. The new lieutenant will be working with the current lieutenant.

After that process, the PD will start the sergeant process. The Chief invited PCAB members to be a part of those interviews. Lisa and Gwendolyn seemed interested.

The PD will be getting ready for the Memorial Parade soon.

Lisa praised the Chief for the working memo on Immigration Enforcement. The rest of the Board agreed. The Chief shared that he has received positive feedback and thanked the Board for their help.

c. The Chief suggested the Board think about their work plan for the rest of the year. The Board reflected on past meetings and what the work plan should have been for the year.

d. Next meeting, Kristen will bring back ideas that the Board discussed in previous meetings. The Board members will come up with 3 plans they would like to work on.

e. Gwendolyn and the Chief would still like to be on the radio. Hopefully, sometime soon.

7. ADJOURN

A motion to adjourn was made by Gwendolyn. The motion was seconded and approved by the Board. The meeting adjourned at 6:35pm.

Respectfully submitted,

Alyssa March
Community Affairs Liaison

Police Community Advisory Board Objectives 2026

- **Use of force**

Review 3 policies and procedures from the PD annually?

- **Mental health response**

Continue to understand what COT does// have a member present quarterly?

Encourage folks to use COT

- **Criminal activity and trends**

What is being done with this information and what is the goal?

- **Transparency**

Discuss the Pros/Cons of Social Media use for PCAB use FPF to communicate, as well as other media sites

Post hard copy of meeting dates / times in local locations like library, grocery stores....encourage increased attendance and participation

- **Referrals to the Community Justice Center and other related restorative practices**

Is this being done?

Have someone from CJC speak at PCAB?

- **Best recruitment and retention practices**

Continued updates on recruitment and retention from Chief of Police

Discuss media videos and promo materials that will be going out

Ask if there are any new ideas on places to recruit?

- **Obstacles to effectively combating drug and gun crimes**

How can PCAB support Turning Points / other community recovery services

Hand out Narcan Kits?

Opiate Education Funding ?

- **Support the EPD's Community Liaison staff**

Encourage community members to follow social media that currently exists

Encourage community to attend public events // National Night Out, Coffee with a cop, Tip a cop events

Police Community Advisory Board Objectives 2026

Encourage community to sign up for VTalerts

Post about PCAB in community spaces? Seven Days? Bus Stops? Radio?

- **Support crime victims**

– how are we supporting crime victims other than the Public Defender’s office
Victim Advocate

Other considerations:

Who is serving on the board and how are we actively recruiting minorities to be representatives of the community?



FY26 Q3 Community Outreach Report

Program Description

The Outreach Program is a collaboration between Howard Center, municipal governments and police departments, Vermont Department of Mental Health, and the University of Vermont Medical Center (UVMCC) to support vulnerable individuals in the community. The program offers responsive community-based support to individuals who are struggling with mental health, substance use, housing and other unmet social service needs. The teams can be dispatched by police and accept referrals from service providers, municipal employees, family members and community members.

Community Partners

Towns of Colchester, Hinesburg, Essex, Milton, Richmond, Shelburne, and Williston. Cities of Essex Junction, South Burlington, and Winooski. Vermont Department of Mental Health, University of Vermont Medical Center, and Howard Center.

Key Performance Indicators

- Calls for Service
- Police Diverted
- Follow up
- Engagement

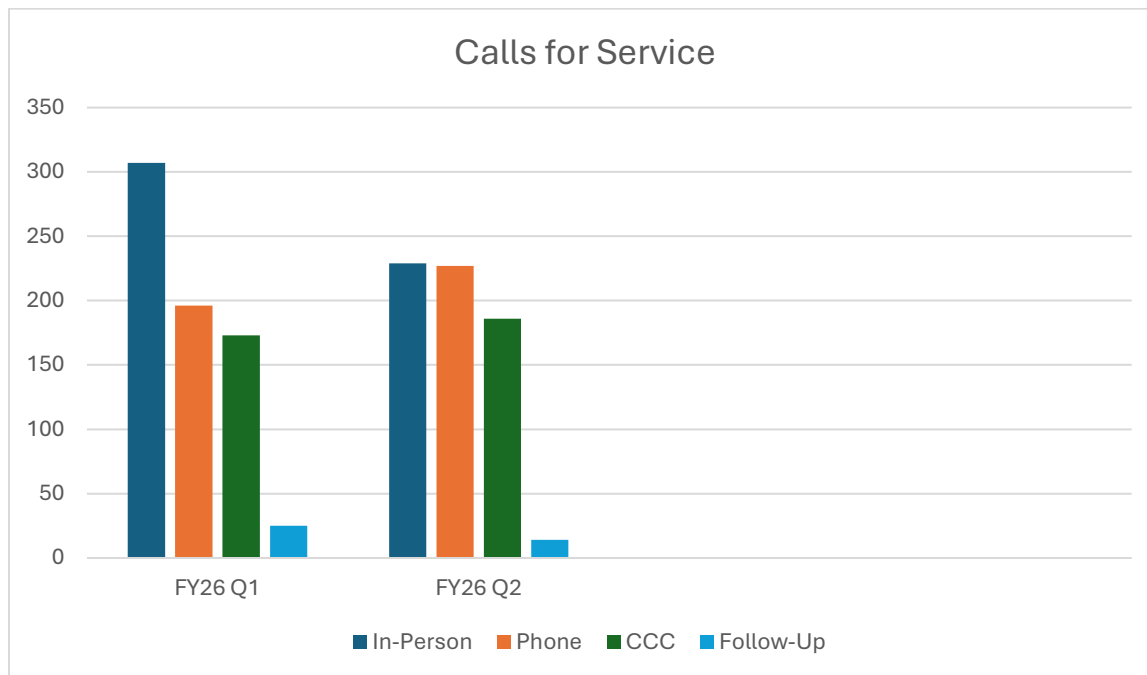
Report Summary

In the third quarter, the Community Outreach Program provided 904 services to 223 individuals, demonstrating a balanced delivery model across direct communication (304), in-person responses (294), and professional consultations and collaboration (273). Service initiation was evenly distributed between self-referrals (231), proactive staff outreach (208), and police requests (205), highlighting the program's accessibility and strong integration with local emergency services. Mental health remained the primary driver of engagement, accounting for 382 service calls, followed by significant needs in service navigation (183) and housing support (98).



Calls for Service:

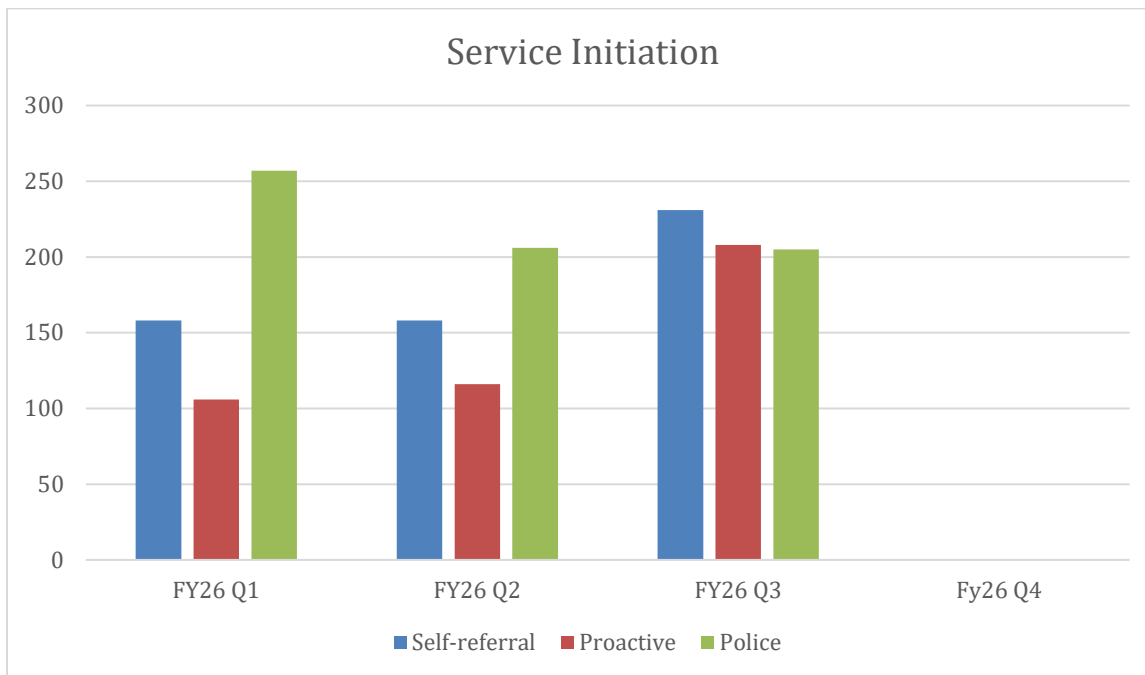
Calls for service:	Q1	Q2	Q3	Q4	Total
Total # of Services	701	656	904		
Total # of Clients with Services	229	188	223		
# of In-Person Services	307	229	294		
# of Clients with In-Person Services	127	97	107		
# of Services that were Communication with Clients	196	227	304		
# of Clients with Services that were Communication	81	80	101		
# of Comm/Consult/Collaboration Services	173	186	273		
# of Clients with Comm/Consult/Collaboration Services	102	88	113		
Total # of Follow-Up Services	25	14	33		
Total # of Clients with Follow-Up Services	20	14	22		
Referrals made	2	6	7		





Call for service initiated by:	Q1	Q2	Q3	Q4	Total
Individual/Client	158	158	231		
Family Member	41	52	89		
Municipal Employee	24	19	23		
Police	257	206	205		
Community Member	42	28	30		
FCCC	22	22	38		
Outreach Staff	106	116	208		
Service provider Total	51	55	80		
Service Provider: UVMHC/Affiliate	8	13	16		
Service Provider: Howard Center (not FCCC)	18	22	32		
Other	21	18	32		

Police:	Q1	Q2	Q3	Q4	Total
Involved Co-Response	85	70	62		
Divert - PD Dispatched to Outreach Team	121	86	127		

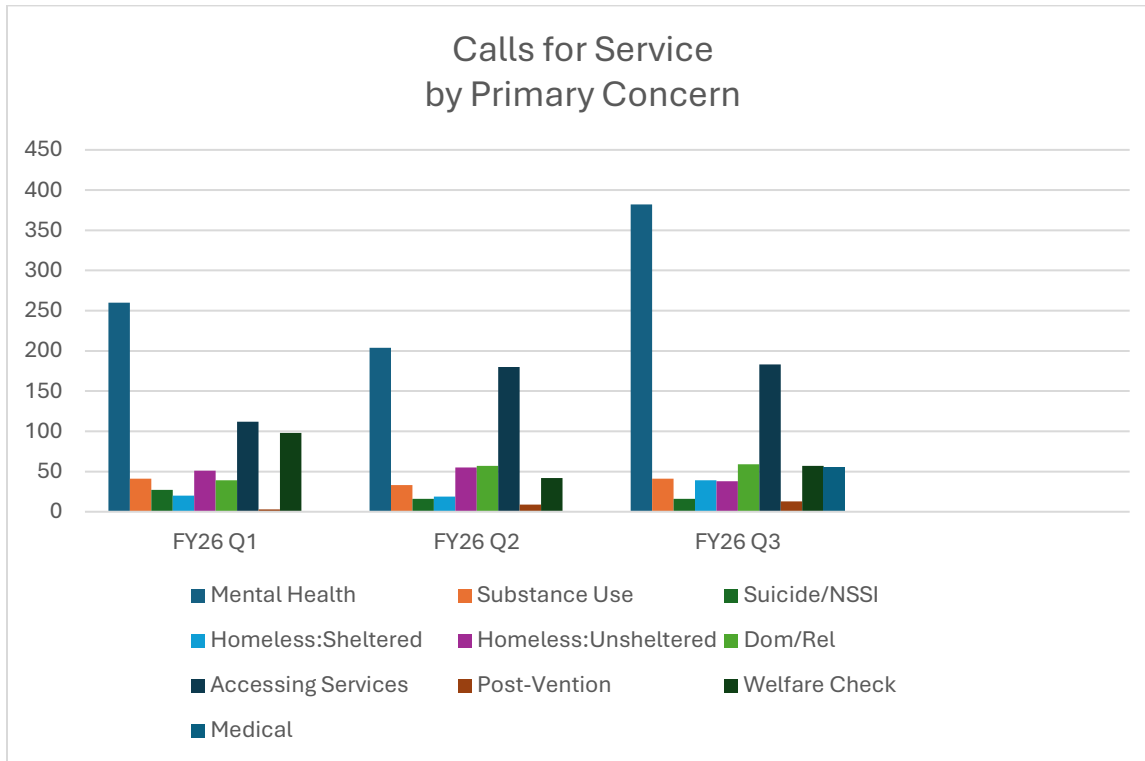




Primary Concern related to the call for service:

***Medical as a category was added midway through the third quarter**

Calls for service with primary concern related to:	Q1	Q2	Q3	Q4	Total
Mental health	260	204	382		
# of clients	127	96	140		
Substance use	41	33	41		
# of clients	17	14	20		
Suicide or non-suicidal self-injury	27	16	16		
# of clients	21	14	14		
Housing/homelessness	121	113	98		
# of clients	50	43	33		
Housing/homelessness: Sheltered	20	19	39		
# of clients	11	9	11		
Housing/homelessness: Unsheltered	51	55	38		
# of clients	21	23	18		
Domestic /relational conflict	39	57	59		
# of clients	24	29	31		
Accessing Services	112	180	183		
# of clients	42	56	56		
Medical	NA	NA	55		
# of clients	NA	NA	11		
Post-Vention	3	9	13		
# of clients	2	5	6		
Welfare Check	98	42	57		
# of clients	42	15	21		



Municipal Breakdown:

Calls for service by Municipality: Colchester	Q1	Q2	Q3	Q4	Total
# of Services	53	34	85		
# of Clients	36	18	29		
PD Involved Co-Response	7	7	16		
Police Divert-PD Dispatched to Outreach Team	3	3	6		
Mental Health	19	12	41		
Substance Use	3	1	3		
Suicide/NSSI	4	4	2		
Housing/Homelessness: Total	14	4	7		
Housing/Homelessness: Sheltered	2	2	1		
Housing/Homelessness: Unsheltered	6	2	6		
Domestic/Relational Conflict	5	4	2		
Accessing Services	5	9	15		
Medical	NA	NA	4		
Post-Vention	0	0	7		
Welfare Check	3	0	2		



Calls for service by Municipality: Essex/Essex Junction	Q1	Q2	Q3	Q4	Total
# of Services	136	94	123		
# of Clients	48	42	55		
PD Involved Co-Response	14	20	37		
Police Divert-PD Dispatched to Outreach Team	11	16	27		
Mental Health	60	40	48		
Substance Use	16	2	19		
Suicide/NSSI	1	3	2		
Housing/Homelessness: Total	11	8	10		
Housing/Homelessness: Sheltered	1	3	4		
Housing/Homelessness: Unsheltered	5	5	2		
Domestic/Relational Conflict	10	10	6		
Accessing Services	26	25	22		
Medical	NA	NA	2		
Post-Vention	3	2	2		
Welfare Check	9	3	12		

Calls for service by Municipality: Hinesburg	Q1	Q2	Q3	Q4	Total
# of Services	7	12	5		
# of Clients	5	6	3		
PD Involved Co-Response	3	1	4		
Police Divert-PD Dispatched to Outreach Team	0	1	2		
Mental Health	2	3	2		
Substance Use	1	0	0		
Suicide/NSSI	1	0	0		
Housing/Homelessness: Total	1	0	0		
Housing/Homelessness: Sheltered	1	0	0		
Housing/Homelessness: Unsheltered	0	0	0		
Domestic/Relational Conflict	0	4	0		
Accessing Services	1	5	2		
Medical	NA	NA	1		
Post-Vention	0	0	0		
Welfare Check	1	0	0		



Calls for service by Municipality: Milton	Q1	Q2	Q3	Q4	Total
# of Services	46	45	94		
# of Clients	20	16	20		
PD Involved Co-Response	2	5	15		
Police Divert-PD Dispatched to Outreach Team	6	8	9		
Mental Health	11	15	11		
Substance Use	1	0	4		
Suicide/NSSI	4	0	3		
Housing/Homelessness: Total	9	5	7		
Housing/Homelessness: Sheltered	0	2	5		
Housing/Homelessness: Unsheltered	4	3	2		
Domestic/Relational Conflict	1	11	11		
Accessing Services	16	11	17		
Medical	NA	NA	39		
Post-Vention	0	2	1		
Welfare Check	4	1	1		

Calls for service by Municipality: Richmond	Q1	Q2	Q3	Q4	Total
# of Services	8	6	1		
# of Clients	2	4	1		
PD Involved Co-Response	2	0	0		
Police Divert-PD Dispatched to Outreach Team	0	2	0		
Mental Health	6	5	1		
Substance Use	1	0	0		
Suicide/NSSI	0	0	0		
Housing/Homelessness: Total	0	1	0		
Housing/Homelessness: Sheltered	0	1	0		
Housing/Homelessness: Unsheltered	0	0	0		
Domestic/Relational Conflict	0	0	0		
Accessing Services	0	0	0		
Medical	NA	NA	0		
Post-Vention	0	0	0		
Welfare Check	1	0	0		



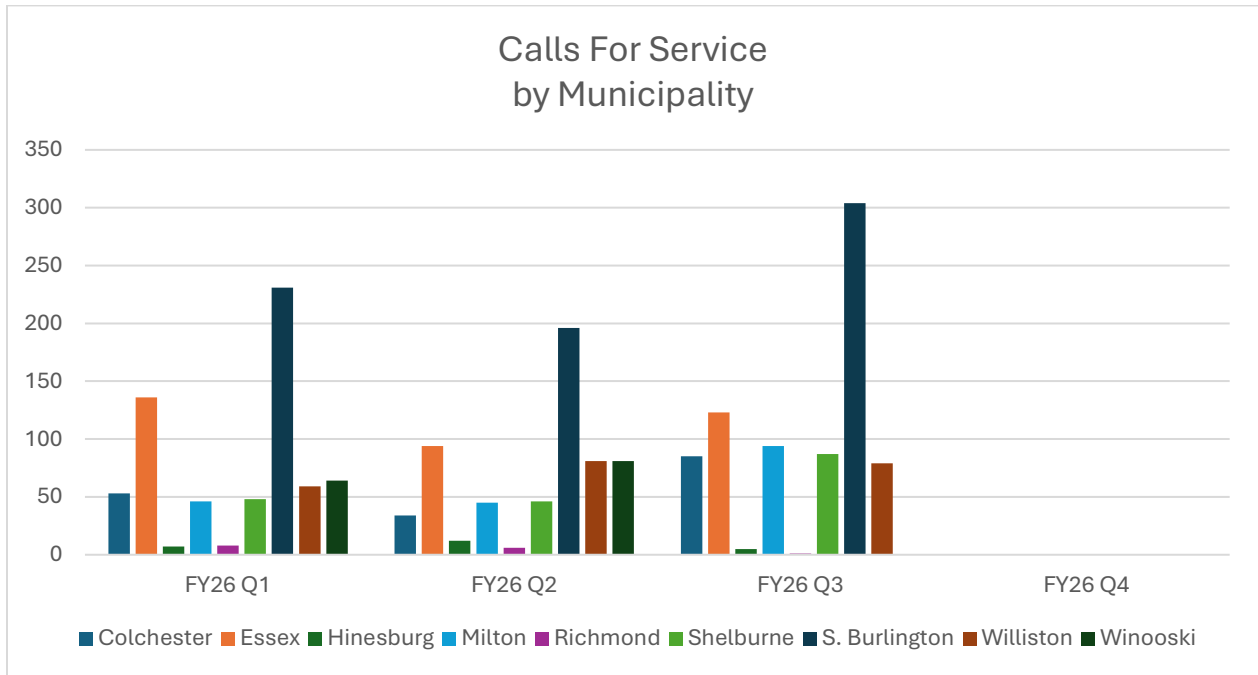
Calls for service by Municipality: Shelburne	Q1	Q2	Q3	Q4	Total
# of Services	48	46	87		
# of Clients	19	16	20		
PD Involved Co-Response	4	2	17		
Police Divert-PD Dispatched to Outreach Team	2	1	12		
Mental Health	21	9	41		
Substance Use	1	1	0		
Suicide/NSSI	2	2	0		
Housing/Homelessness: Total	9	13	8		
Housing/Homelessness: Sheltered	4	7	5		
Housing/Homelessness: Unsheltered	1	6	2		
Domestic/Relational Conflict	3	1	8		
Accessing Services	7	19	25		
Medical	NA	NA			
Post-Vention	0	1	0		
Welfare Check	5	0	2		

Calls for service by Municipality: South Burlington	Q1	Q2	Q3	Q4	Total
# of Services	231	196	304		
# of Clients	72	59	73		
PD Involved Co-Response	36	25	90		
Police Divert-PD Dispatched to Outreach Team	83	46	58		
Mental Health	69	58	157		
Substance Use	12	22	10		
Suicide/NSSI	11	3	9		
Housing/Homelessness: Total	11	45	17		
Housing/Homelessness: Sheltered	6	17	7		
Housing/Homelessness: Unsheltered	20	28	10		
Domestic/Relational Conflict	12	17	26		
Accessing Services	25	17	27		
Medical	NA	NA	1		
Post-Vention	0	4	2		
Welfare Check	61	29	35		



Calls for service by Municipality: Williston	Q1	Q2	Q3	Q4	Total
# of Services	59	81	79		
# of Clients	22	17	19		
PD Involved Co-Response	7	8	9		
Police Divert-PD Dispatched to Outreach Team	3	1	4		
Mental Health	23	22	34		
Substance Use	2	0	0		
Suicide/NSSI	1	3	0		
Housing/Homelessness: Total	11	2	12		
Housing/Homelessness: Sheltered	0	1	3		
Housing/Homelessness: Unsheltered	3	1	9		
Domestic/Relational Conflict	7	4	2		
Accessing Services	10	47	29		
Medical	NA	NA	2		
Post-Vention	0	0	1		
Welfare Check	5	3	1		

Calls for service by Municipality: Winooski	Q1	Q2	Q3	Q4	Total
# of Services	64	81	79		
# of Clients	26	18	28		
PD Involved Co-Response	9	2	14		
Police Divert-PD Dispatched to Outreach Team	10	8	8		
Mental Health	34	28	28		
Substance Use	0	2	4		
Suicide/NSSI	3	1	0		
Housing/Homelessness: Total	15	27	11		
Housing/Homelessness: Sheltered	2	2	4		
Housing/Homelessness: Unsheltered	7	9	7		
Domestic/Relational Conflict	0	0	2		
Accessing Services	8	18	30		
Medical	NA	NA	0		
Post-Vention	0	0	0		
Welfare Check	4	5	4		



Outcomes:

Disposition:	Q1	Q2	Q3	Q4	Total
Completed	581	554	809		
Referral	2	6	7		
Inconclusive	99	85	72		

ED Visit:	Q1	Q2	Q3	Q4	Total
Medical Care	2	2	5		
Psychiatric Care	4	4	5		
Both	2	5	5		
Total	8	11	15		