

# CITY OF BARRE POLICE ADVISORY COMMITTEE

## MEETING MINUTES

(Monday, April 11, 2022, 6:00 Pm)

**Location of meeting:** Hybrid meeting: virtual and in-person at the public safety building

<https://us02web.zoom.us/j/83053276707>

Phone number: 1 929 205 6099

Meeting ID: 830 5327 6707

1. **Call to order:** 6:02 pm

2. **Consider approval of agenda:**

- Bob motions to amend current agenda and add, 2a. Introductions. Kristin motions to approve amended agenda, Sandy seconds motion. All in favor
  - a. Introductions – 2 new members, welcome Sandy, and Abby.

3. **Consider approval or adjustments of previous meeting minutes:**

- Steve motions to approve meeting minutes, Kristin seconds. All In Favor.

4. **Receive guests:**

- Bob Nelson, Steve England, Kristin Beaudin, Chief Vail, Abby Blum, Sandy Rousse

5. **Councilor Waszazak's Report**

- Teddy was not present

6. **Chief's report**

- Fire hose, slowing down a little until something new comes!
- Grant opportunity for Body cams, several options. Chief Vail will present at city council meeting on Tuesday, April 12<sup>th</sup> to get approval.
- Two vacancies, new candidate, local person. If all goes well, he will be attending the Police Academy in June. Paula Russell going to a conference in June, North Carolina. Susan will also be attending.
- Spaulding High School would like to reinstate their SRO. Budgeted position and would leave another vacancy at the BCPD.
- Chief Vail is working on a handful of policies
- Let's hope for good weather for the Easter Egg hunt.

**7. Review and Discuss EIAT workgroup suggestions to Internal Affairs/Citizen Complaint Policy.** Editing was done on the copy of the policy – these are some key points.

- Act 56 changed how you must write a policy.
- Parking ticket appeal form; use the appropriate avenue for this.
- Minor allegations: an officer was rude, didn't stop at a stop sign etc. These are handled by the supervisor.
- Added job observation report, supervisory folder for subordinate. Create annual performance evaluation and the observation report will be used in this. The report will help if there is a pattern of behavior with the officer, use performance counseling before it becomes an issue. This is also used for positive behavior as well. Not a personnel folder, rolling 12-month folder and not kept after.
- Definitions in policy are used pretty much everywhere in state but not mandated
- Highest ranking officer should take complaint.
- Citizen feedback section on the city site; one will be added to the Barre City Police Department section when it's re done.
- Contract out serious manners. Use a private entity, they have the departments best interest but it's also a third party.
- Retaliation action: VT statute – title 20, Act 56 reporting form to report such conduct.
- Internal observation log is not public as well as the personnel record. Internal logs are in an excel spreadsheet.
- Reach out to complainant to follow up, give periodic updates so they know something is being done. It's not good procedure not to.
- Admin leave can be anytime during an investigation. It can also be paid or unpaid leave and can lead to a lengthy process.
- Disciplinary matrix. There is a probationary period when there is a new hire, 12 months for an officer and 6 for a dispatcher – date of hire. Between Field training and the Police Academy generally, they are only with the Policy Department for 3 months of those 12.
- Policy prime, Power DMS. At some point we will try and get this system. Various modules such as training, policies, and schedules. The policies go into a workflow until some one signs off. You can edit, make comments, and publish. Could be city wide, depends on the total amount of licenses.
- Add traffic stop piece, submit to EIAT group, and copy Bob on it.

**8. Body Camera discussion**

- Axon tasers and body cameras, options for leasing. They are 5-year contracts, and the City has 1 year, and 1 payment left on the current taser lease contract.
- Equipment gets replaced, replenished if bundled.
- When the taser is deployed the camera turns on, it will automatically back up about 30-60 seconds from the time its initially turned on. No need to manually do it, this is very helpful in split second situations. It's always in stand by mode.
- 22 body camera's total. 1 for every officer, 1 extra. Officers can use different camera's; an admin must make a couple adjustments.
- The DOJ grant will match 50% - \$44,000.00 to get approved by city council, approximately \$168,000.00 for a 5-year contract. \$33,000.00 a year for 5 years.

- Video resides on evidence.com but, agencies own it.
- Levels of retention, asked for unlimited storage
- Replenish cameras at 2 ½ years and then at 5.
- It's a little bit of a learning curve but, will ultimately help all around ex: affidavits
- Body worn policy is legislatively mandated
- PAC approval of body cameras for the BCPD – recommendation/support to apply for grant to procure body cameras.

#### **9. Overdose protocol (if time allows)**

- Table this for the moment. Steve motions to move this to the next meeting, Kristin seconds motion.

#### **10. Miscellaneous (7:50 pm)**

- We'll go through policies the way we have been going through them. Chief Vail will be working on these. This one tonight was much easier to go through

#### **11. Adjourn**

- Bob motions to adjourn meeting at 7:43 pm. Sandy motions to adjourn meeting, Kristin seconds motion. All in favor