

Rutland City Police Commission
August 12, 2024

Present: Chairperson Pat Brougham, Commissioners, Tony Romeo, Alis Headlam and Peg Flory.

Also attending: Chief Kilcullen, Commanders Delpha, Prouty and Whitehead, Ryan Brady, Mayor Doenges, Alderman Talbott, Officers Timothy Rice and Kelsey Parker.

Chairperson Brougham called the meeting to order at 6:00 PM and started with the Pledge of Allegiance.

Approval of the Minutes

Commissioner Flory moved to approve the minutes of July 8, 2024. Commissioner Romeo seconded. Motion was approved 4-0.

Introductions/Recognition of Police Department Members

Chief Kilcullen administered the oath of police officer to Kelsey Parker. He also acknowledged Officer Misty Jax who was able to provide a solid foundation of preliminary information regarding an incident outside the City that allowed the State Police to follow up with their investigation.

Public Comment

Maureen Tierney, 880 Delorm Rd, Leicester – Maureen discussed her son's death three years ago from an overdose and attested to drug dealings at 130 Bellevue Avenue and how it relates to her son's death. Ms. Tierney said it has been a living nightmare and something needs to be done to close down the house.

Bob Amelang, 129 Bellevue Avenue – Bob commended the police work being done, specifically Officer Menjivar, in regard to 130 Bellevue Avenue and discussed additional deaths at the house and fist fights in the street.

Roger Block, 132 Bellevue Avenue – Roger said activity has not slowed down at 130 Bellevue Avenue and there has been a lot of walk-in traffic during the day, he has video of fights in the street and discussed when a truck drove across his lawn last winter and the operator pulled out a gun. The cameras did not record the gun incident. He added that young children live across the street. He will continue to show up at these meetings until something is done.

Communication from Union

Officer Rice said they are in the final stages of completing the lodge setup. He addressed Commissioner Headlam's voicemail about policies and policy review. He said currently the Union does not receive policies before they get enacted, they are received at the same time. The new Union has a research and development crew that does policy review and has model policies available. He would like to see the Union included in the department policy review prior to being enacted and work together to update policies going forward. He discussed the PT policy as an example. Commissioner Headlam asked whether the Union research and development crew

would make recommendations on how to lay out policies. Officer Rice said they can, ultimately the Union protects the liability and any changes to working conditions for the Union membership. He added that it works well in other cities. Chief Kilcullen said that previous to the PT policy, the 8-10 policies issued by the Department were state mandated in response to George Floyd and the verbiage came from the Criminal Justice Council website. He added that in regard to the recent Domestic policy, virtual and/or in-person training, as well as a 30-minute video, was provided appropriate for every rank. Chief Kilcullen said he agrees and it makes sense that when a new policy is developed or when an existing policy is modified, other than those that are mandated, the Union will be involved.

Commander's Reports

Commander Delpha said there are three candidates in background and one is a full-time, out of state waiver. There is no separate waiver class at the Academy so that candidate will be in the March class. There are currently 32 officers on the roster.

Commander Whitehead said on Sept. 21 from 11 am to 6 pm there will be a benefit at the fairgrounds to support the Tunnel to Towers Foundation, an organization that supports first responders injured in the line of duty and their families. Teams will compete against each other. He will distribute a flyer to the Commission. Commander Whitehead said Officer Falco has moved on to phase 3 of his FTO process to be followed by his ghost ride phase that will result in his being a full-time officer. Patrol has been assisting BCI with targeted details at known drug locations. Interviews have begun with candidates for the dispatch position which should be filled in a couple weeks allowing Noah to move into the ACO position. August 12 was the final day of the Firearms, Use of Force and Taser training at the Academy and most everyone has been certified for the year. New body cameras have been received and so far, so good. Chief Kilcullen said two of the dispatch candidates are moving on to the "sit along" phase where they shadow a dispatcher to see what the job entails. Commissioner Headlam asked about the upgrade to the body cameras. Commander Whitehead said upgrades include new technology and a better quality product and picture. He added that with AXON there was a five year contract with upgrades allowed every two years. Chief Kilcullen said the new product includes unlimited cloud storage. Commissioner Headlam asked if the upgrade allows officers to share body camera live footage. Commander Whitehead said there are different permissions allowed for viewers while officers are on scene and only includes the Commanders and Chief.

Commander Prouty said Sgt. Williams has been covering the ACO calls, as well as, direct supervision to the three CRS positions, the Downtown beat officer and Nate. Sgt. Williams is also training Noah on an overtime basis. He is also the lead firearms instructor. Effective July 14 Sequoia Dixon-Woodard started as the third CRS. The three CRS's social work background has had a positive effect on how calls are being handled and there has been good feedback from several local organizations. Commander Prouty said Officer Rosario has been working through some software issues with regard to ticketing and he wants to acknowledge Officer Rosario in the planning and execution of this year's National Night Out along with all of the event partners. SRO LaGuardia is still assigned to patrol. Nate asked for a subscription to Power BI software to improve the mapping update. The Army National Guard counterdrug added a person that will be housed at RPD who will support Partners for Prevention and the VT Department of Health prevention work. The Community Care Network also added a person to the VISION Center who

is supporting the Outreach Care Team and the overdose response team. The Community Response Team will be focused on some areas in the Downtown including the transit center, West Street, BROCC and the Methodist Church. Commissioner Headlam suggested adding Trinity Church to those locations due to safety issues. Chief Kilcullen added that Nate, who is a member of the National Guard, has been assigned to the RPD at their expense. He also discussed bringing the training for Crime Prevention Through Environmental Design, for the identified problem areas, to City departments including Planning and Engineering, as well as, those who design spaces.

Mapping Update

Nate discussed the changes to the mapping update through Power BI after only a week of using the software. He presented the CAD Day Time Analysis Report showing the total calls for the past 3 years totaling 20,657, representing the number of calls dispatched. Currently the calls dispatched for the year is 7,281 with last year 6,828. He said the monthly trend is up 18% from last month, with the July calls at 1,392. Chairperson Brougham asked if the calls are more than average for this time last year. Nate said last year was 1,132. Nate continued saying the busy time range for calls is 12 – 3 pm which is the same for the past two years. He said looking at the July map, the hot spots are shopping plaza, hospital and hotels. Chairperson Brougham asked if there was a way to filter the types of calls that go into the mapping. Nate demonstrated how the calls are filtered for 2024. Commissioner Headlam asked what types of calls are included under the Police Assist category. Commander Prouty said calls from individuals who have questions and are not necessarily calling about a crime. Commissioner Flory asked about calls for Noise Disturbance. Nate said those calls include complaints about loud music or making a ruckus. Nate demonstrated how clicking on the calls results in the corresponding changes in the map. Commander Prouty asked about being able to redact the public's addresses when showing the mapping in a public meeting. Nate confirmed that addresses will be redacted. Nate said he will continue to work on the mapping and implement the sectors for next month. He said this is like designing a webpage and it will be more interactive. Chairperson Brougham asked which crime is seeing the highest increase. Nate said larceny retail theft. He still has data to add from NIBRS. He will have overdose and gun data for the next meeting and everyone will be able to access the information, without public addresses, from the website. Mayor Doenges asked if there is any connection between Power BI and NIBRS. Nate said no, he has to enter everything manually from data extracted from Valcour.

Stephen Box 48 Kendall Avenue – Stephen asked if calls that include a dog and drugs would show up in multiple categories. Nate said no, it will only show up as the initial call type depending on how the dispatcher categorizes the call. Stephen asked how the call boxes are created. Nate said they are created when calls are added.

Commissioner Flory asked about the four types of larceny call boxes. Nate said the common call type is larceny theft with the secondary call type the subcategories.

Budget Report

Chief Kilcullen said that at 8.33% of the year, the budget is at 8.52%. He discussed where the overages had occurred in health insurance at 16% which he needs to verify. Another line item

that is high is the quarterly contracts which are paid in the first month. The FICA, which is a good indication of the budget, is under 8.33%.

Chief's Report

Chief Kilcullen reported that on July 11 there was a Project VISION meeting, officers have been reading books to summer campers at the Rec on Wednesdays since June 30, the July 18 active shooter exercise was postponed in lieu of the motorcycle event at the fairgrounds, which was uneventful. Commissioner Romeo said they left the fairgrounds better than they found it and donated 15 bikes to the giveaway. Chief Kilcullen said two sessions of contract negotiations have been held, on August 1 there was a Concerning Canine Behavior hearing and on August 5 the National Night Out was successfully held. Commissioner Headlam said she liked the special events that took place including pickleball, karate and the police cruiser competition. Chief Kilcullen said the Level 3 Academy started last week, but before that the pre-basic training for those attending the Level 3 class was held to expose them to what they would see at the Academy. One of the candidates was hired in May and has been in his field training program. The second candidate was hired on the first day of pre-basic and he realized after the first day the position was not for him and tendered his letter of resignation. Chief Kilcullen said unfortunately there was not an opportunity to fill the ACO position before it was vacant by Tim Jones leaving in May. The decision was made to leave the ACO open with Noah working the position on his days off while he still worked as dispatcher. Commissioner Flory asked about the difference in the vacancy process with the ACO position. Chief Kilcullen said contractually Union positions must be posted internally for 5 days and all else being equal the senior person who is interested gets the job. If internal interest is expected, no outside interest is sought. Commissioner Flory said there is internal interest in the dispatcher position and that is why she is curious as to why the process was different. Chief Kilcullen said, in general terms, with that rank there is a negotiated agreement in place that identifies provisions of the contract that apply to them, the particular section just referenced does not apply to certain members of the department and in this case the interest was expressed after the 5 day period. Once the Chief was made aware of the interest, the candidate was considered with the three candidates already identified. Because the position is a Union position, the five day section, does not apply to this employee because the most qualified Union employee would get the position. Chairman Brougham said a more detailed explanation will be discussed in executive session.

Trainings Completed

July 10 – VIN verification for CRS Fitzgibbons and Cohen
July 15-16 – First Responder Wellness Conference in Castleton for CRS Fitzgibbons
July 15-18 – Forensic Interviewing of Children for Officer LaGuardia
July 16, 23, Aug 8 – Mandatory Firearms, Use of Force and Taser Training for sworn members
July 22-26 – FBI LEEDA Command Leadership Institute Training for Sgt. Plemmons and Cpl. Caravaggio in Nashua NH

Upcoming Trainings

Sept. 23-27 - FBI LEEDA Command Leadership Institute Training for Cpl. Maquire and Tavares
Sept. 26-27 - ARIDE required for Officer Parker
Sept. 30 – ECFIA for Cpl. Lucia

Outside Employment Request

CRS Sequoia Dixon-Woodard, part-time server at Echo Lake Inn, 10-15 hours week, during off hours.

Commissioner Flory moved to authorize the Chairperson to sign the outside employment request from CRS Sequoia Dixon-Woodard. Commissioner Headlam seconded. Motion was approved 4-0.

Officer Emilio Rosario, marketing and co-owner Wicked Clean Candles, two hours weekly. Commissioner Flory moved to authorize the Chairperson to sign the outside employment request from Officer Rosario. Commissioner Headlam seconded. Motion was approved 4-0.

Issues and Comments from the Commissioners

Commissioner Flory asked about a sponsor's request for a receipt and acknowledgment for their donation. Chief Kilcullen said he would talk to the Shop-With-A-Cop organizer to see who is the recipient for tax purposes.

Commissioner Headlam asked what services are available to a disabled individual who is sleeping on Merchants Row. Commander Prouty discussed the outreach and services that have been provided to this individual, the issues with their non-compliance and the lack of programs for the issues this individual possesses.

Commissioner Romeo discussed an incident on Meadow Street and how the complainant was pleased with the outcome provided by Officer Morgano and Nate. Commissioner Romeo suggested investing in signs to encourage full stops at stop signs.

Mayor Doenges discussed the increase in use of the Park Mobile app and said the meters will be removed from Justice Square. In the enforcement app for Emilio, Park Mobile has changed the authentication to 5 steps. The City will be working with the ticketing system to do a direct integration with Park Mobile at a cost of \$5,000 and \$3,000 annually for a subscription to get to a cloud based software to make things more efficient. The Mayor also said the state funded a Homeless Transition Program position which has been split into two part-time positions and hired Chris Louras and Megan Novak who have wasted no time integrating themselves in the process. He added that Megan is looking for ways to get a tactical response vehicle/community center response vehicle and looking for funds to staff that. Mayor Doenges provided an update to the Legislature's general assistance program with vouchers expiring mid-September and how this will affect those housed in the hotels.

Stephen Box discussed the need for lobbying the State of Vermont to make VSHA and RHA allow month to month rentals, as opposed to one year leases, and guarantees that the State will pay on time, the tenants take the Homeless Prevention CDOEO online training and there will be an identified case worker for tenants. The yearly lease is an arbitrary policy, not the law or HUD standard. He added it takes 11 ½ months to get an eviction through the court so he would be forced to watch an apartment deteriorate for a year.

Executive Session

At 7:38 pm Commissioner Flory moved to go into executive session under I VSA 313 to discuss personnel issues where premature general public knowledge would clearly put the RPD at a substantial disadvantage and invited the Chief, Commanders, Mayor and Alderman Talbott to participate. Commissioner Romeo seconded. Motion was approved 4-0.

Commissioner Flory moved to close the executive session. Commissioner Romeo seconded. Motion was approved 4-0. Executive session exited at 8:18 pm.

Adjournment

Commissioner Flory moved to adjourn. Commissioner Romeo seconded. Motion passed 4-0. Meeting called to close at 8:19 pm.

Submitted by Barbara Spaulding

CC: Chief Brian Kilcullen
Mayor Mike Doenges
Police Commission
City Clerk Tracy Kapusta
Board of Aldermen
Union President