

**Rutland City Police Commission**  
**February 10, 2025**

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

Also attending: Chief Kilcullen, Commanders Whitehead, Prouty and Delpha, Officers Rice and Lucia, Staff Operations Support Specialist Brady, Mayor Doenges, Alderman Talbott, Henry Heck, Gordon Dritschilo

Chairperson Brougham called the meeting to order at 6 PM following the Pledge of Allegiance.

**Approval of the Minutes**

Commissioner Flory moved to approve the minutes of January 13, 2025 Commissioner Headlam seconded. Motion was approved 5-0.

**Introduction/Recognition of Police Department Members**

Chief Kilcullen recognized the promotion of Officer Rick Caravaggio to Sgt. effective February 9. The oath will be formerly administered at the next meeting.

**Public Comment**

Detective Cpl. Adam Lucia spoke in support of the Rutland City Police Department and shared he has served the RPD for 13 years currently focused on narcotics and violent crime. He has received several awards including the medal of honor. He acknowledged the men and women of the Rutland City Police Department who believe in service, duty and protection of the community, not a paycheck. He wants the public to understand what officers are empowered to do under strict guidelines and that they can not act outside of their legal authority and this is crucial for the public trust. Misinformation leads to confusion, unrealistic expectations and hostility towards the police. Spreading misinformation or a false narrative regarding crime in the community is harmful and this cannot take root in this community. Cpl. Lucia asked for support of the police officers for a safer, stronger Rutland. Cpl. Lucia provided his contact information to set up a ride-along and discuss what he sees as the City's issues.

Henry Heck, resident of Rutland for 63 years, said, in regard to recent incidents, he has taken full responsibility of what was said during what he believed to be a private conversation. His goal is to be the next Mayor of Rutland and assured the community that he does not and cannot harbor any ill will and has supported the police department having been the frontline for police during Covid. He commended Cpl. Lucia for his passion and respect and feels the same way. He would like to prove to the people in blue who he truly is by reaching out to Chairperson Brougham to create a bridge between himself and the law enforcement through the Commission. Henry said he apologized to Commander Whitehead and he would like people to be able to support candidates without any backlash. He is committed to the City and is offering an olive branch to make amends for what has transpired and to work together. He will answer any questions in whatever setting is appropriate and has provided Chairperson Brougham his contact information.

### **Communication from the Union**

Officer Rice provided QR codes for the Commission in response to their recruitment discussion at the last meeting. He had hoped that the contract, which had been worked out with the City, was competitive, and took into account the approved budget, would have been approved at the last Aldermen's meeting. Officer Rice said they are still in position to work with the City, but certain steps need to be taken to protect the officers' rights such as, filing with the Labor Board and Ethics Commission. He hopes to come to an amicable and fair deal. Henry Heck said, as a single Aldermen, the last thing he wants is to see this go to arbitration and he agrees that the officers deserve pay raises. An 11 member Board makes that determination. Arbitration will not benefit the police or the City and it is his number one priority. Officer Rice added that for perspective and for public record, the last negotiated contract was in 2020 and officers haven't received a competitive raise since then. The 1.5% raise for 3 years did not keep up with inflation. Officers in the contract since July have not received the raises that keep them competitive and keep up with inflation. Officers, at the end of the current contract, are making less proportionally with inflation than they were in the beginning.

### **Commanders' Reports**

Commander Whitehead said Officers Rimmer, Mannino and Stendardo from Brandon were officially sworn in since the last meeting. They had a week of admin duty and Sunday started field training. They will be on their own and ready to go in a month or two. A de-escalation training is in process for all sworn officers. As part of the instructor certification the facility at which the officers were trained has to observe and sign off and that coordination is being finalized. A conditional full-time offer has been signed with a Level 3 certified officer who will start at the end of June.

Commander Delpha said there is no one in background currently and he hopes the new contract and pay rates will attract applicants. There are a few applicants testing at the Academy over the next few months. Commissioner Flory asked if anyone left the department. Commander Delpha said one applicant quit the level three Academy.

Commander Prouty said the Outreach Care Team, a partnership with the PD, Medical Reserve Board, Turning Point and two Community Care Network workers, meet Wednesday mornings. Commander Prouty, out of the VISION Center, is supporting BCI with the Neighborhood Stabilization Initiative. Since their last meeting, with support of patrol, a search warrant was executed in the City and additional locations are being identified based on the model created by Det. Cpl. Morgano and Officer Lucia. Sgt. Williams has been standing in for Analyst Thibodeau who is deployed to Japan and assisting with RUTSTAT and background investigations for BCI. Officer Rosario said there is still work that needs to be done with City Hall on the parking ticket issue. Officer LaGuardia, the Pinewood Derby Champion, is looking for interest in the derby. All CRS are in training for VIN verification and serving subpoenas to take as many calls off patrol as possible. ACO Sweeney is busy with the Canine Concerning Behavior hearings. Commander Prouty confirmed there are 5 cases. He discussed the Situation Table, which is part of Gov. Scott's Public Safety Enhancement Team, saying there are three locations where the initiative is already taking place Bennington, Brattleboro and Springfield. The fourth site will be Rutland in March.

### **Budget Report**

Chief Kilcullen said at 7 months into the year or 58.33% expenses are at 54.93%.

### **Chief's Report**

Chief Kilcullen said he met with two of the Level 3 transfers on Jan 13 and all three were hired, one on Jan. 20 and two on Feb. 3. The focus of their training will be geography and policy familiarization and they will get through their training quickly. The Level 2 officer who started at the Level 3 Academy on Feb. 3 had a change of heart after two days and left in good standing. There is an opening in dispatch and they are trying to finalize that position going forward. A part-time offer is being made to one of the two candidates being considered. Depending on what happens with the current full-time employee, there may be a full-time opening available. Chairperson Brougham asked what is the current number of full-time officers. Chief Kilcullen said, with the departure of the Level 2 officer from the Academy, the current number is 32. There is a conditional offer for an officer in June which would bring the number to 33. Chief Kilcullen said they are looking at hiring an individual over the next month and sending them to the Level 2 Academy in March followed by field training. This was done with Officer Razanouski and it reduced the amount of field training time necessary at the end and has served the PD well. Commissioner Headlam asked how long the process will take to determine whether the current dispatcher will be full-time. Chief Kilcullen said it will be less than a month or two. Commissioner Flory asked if any officers were retiring. Chief Kilcullen said one officer's retirement is anticipated in July.

Chief Kilcullen said the monthly Traffic Safety Committee meets on the third Friday at 9 am, the last RUTSTAT meeting was Jan. 28 and the next one is Feb. 11, the Charter Change public hearing which includes the equipment replacement fund in regard to police vehicles was held Feb. 3 and will be on the ballot March 4. The Concerning Canine Behavior meeting is Feb. 11, the monthly Project VISION meeting is Feb. 13 at noon and the Situation Table Training meeting will be March 18 and 19 for providers and frontline persons. Commander Prouty said if there is room, he is happy to have representation from the Police Commission to audit.

### **Trainings Completed**

OC Pepper spray Training – All CRS for self-defense  
Jan 21-24 – Officer Field Training Officer Ducharme  
Feb. 6-7 - ARIDE for Officers Carapezza and Dangal

### **Upcoming Trainings**

March 27 - VIN Verification Training – CRS Dixon-Woodard  
April – Tactics Training for Cpl. Lucia  
April 28-40 – Death and Homicide Investigation – BCI Detective Misty Jax  
July – Background Investigation Class – Sgt. Rose and Detective Jax

Commissioner Brown asked if any protocols had changed regarding undocumented immigrants under the new administration. Chief Kilcullen said that State policy dictates those protocols. Chairperson Brougham asked if there had been any Federal involvement in the area regarding immigrants. Chief Kilcullen said he is not aware of any operations that have occurred in the City.

### **Issues and Comments from the Commissioners**

Commissioner Romeo acknowledged Officer Razanouski's professionalism when a fight broke out at the hospital. Commissioner Romeo is concerned with false and negative comments on Facebook regarding the Community Resource Specialists and suggested that more information and education regarding their training and qualifications need to be provided to the public. Chief Kilcullen suggested that Gordon from the Herald should do a piece on the CRS team. Commissioner Romeo also wants to see more notification of the community meetings in the future with signs throughout the City. Chief Kilcullen said after looking at what other communities do for notification, he likes the electronic billboards coming into the City that could also be used for positive information.

Commissioner Headlam said Officer Rosari received a thank you note for working with an individual with mental health issues and a badge thanking him for being a police officer. She also asked that someone clean the outside stairs to the Police Department after a snow storm. Commissioner Headlam asked if there was any follow up regarding insurance for ride-alongs. Mayor Doenges said the question has been posed to HR Coyle and he expects an update at the next meeting. Commissioner Headlam said she is impressed by the work being done by Commander Prouty with the Neighborhood Stabilization Initiative and Situation Table being reported at the Community Policing meetings.

### **Executive Session**

At 6:53 pm Commissioner Brown moved to go into Executive Session under I VSA 313 to discuss contract negotiations that premature general public knowledge would clearly place the City at a substantial disadvantage and invited the Chief, Commanders, Mayor and Alderman Talbott to attend. Commissioner Romeo seconded. Motion was approved 5-0.

Commissioner Flory moved to exit Executive Session. Commissioner Romeo seconded. Motion was approved 5-0. Executive session ended at 7:25 pm. The Commission agreed that their statement for the press, if asked about Henry Heck, was simply that we do not judge or condone anyone's behavior. We support the police.

### **Adjournment**

Commissioner Flory moved to adjourn. Commissioner Brown seconded. Motion passed 5-0. Meeting called to close at 7:26 pm.

Submitted by Barbara Spaulding

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