

Rutland City Police Commission
August 11, 2025

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

Also attending: Chief Kilcullen, Commanders Whitehead, Prouty and Williams, Ryan Brady and Nate Thibodeau

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

Approval of the Minutes

Commissioner Headlam moved to approve the minutes of July 14, 2025. Commissioner Romeo seconded. Motion was approved 3-0 with two abstentions.

Introduction/Recognition of Police Department Members

Chief Kilcullen recognized Officer Menjivar who had been seen securing a gas pump by a civilian. Commissioner Headlam asked to recognize Officer Falco for his contribution to the dunk tank at National Night Out and she shared a wonderful conversation had with Officer Stewart who was praising the department and how pleased he is to be here.

Commanders' Reports

Commander Whitehead said directed patrols have been done on Lincoln Avenue and the Comfort Inn. The RPD will host the Interview and Interrogation class Aug. 28-29 in the new training room. Chairperson Brougham asked who would be conducting the training. Commander Whitehead said Advanced. This will be open to outside agencies who will pay them directly. The Emergency Response Team will be meeting monthly. Cpl. Morgano and Officer Rice attended the Bicycle Instructor School in Buffalo, NY and now will be able to train our officers. The Vermont State Fair starts Tuesday and runs through Saturday and 4 officers will be there at night and 6 on Saturday for the concert. Commissioner Flory asked about during the day. Commander Whitehead said Stockton Security is there during the day.

Commander Williams reported on recruitment saying there are 6 new applicants scheduled for testing both written and PT at the Academy, 5 are in background. He continues to work on updating the policies several of which are being provided to the Commission this evening. Commissioner Brown asked why they have been seeing so many applicants. Commander Williams said very proactive recruiting, but he has heard that interest in becoming an officer has also peaked nationwide. The average age of applicants is 18-23 years old. Commissioner Headlam said she attended the Finance Committee meeting and they discussed 35 positions; how will additional officers be funded. Commander Williams explained that for every 10 applicants, typically only 1 gets through the process. Chief Kilcullen said the Board approved 33 in FY26 and an additional 2 officers but funding will need to come from another revenue source. Beyond 35, the discussion was the funding would need to come from the budget. Commander Williams said it is anticipated that with more officers, the overtime would be less therefore making that budget available. Chief Kilcullen added that the third CRS position, vacated by Julie Fitzgibbons resignation, would not be filled. Commissioner Flory asked if there were other revenue sources

available. Chief Kilcullen said the revenues are offset by the associated expenses. Commissioner Headlam asked if they will stop recruiting. Chief Kilcullen said, no they will continue to process applicants and create a waitlist if necessary.

Commander Prouty said Acting Sgt. Morgano will be the CRT Sgt. and his priorities have been recruiting, the Neighborhood Stabilization Initiative and the transit center. He is also the Downtown Sector Sgt. working with CRSs and getting familiar with their work. VISION took a summer break and resumes next Thursday. National Night Out was well attended and a success. The Situation Table is active. There have been 28 situations since the initiative started in April. The Situation room upstairs is almost done and is being used for meetings and trainings. Commissioner Flory asked about an update on the transit center. Chief Kilcullen said he will report on it briefly and perhaps in executive session because there is a contract involved. Commissioner Headlam asked how can you prove to the Board of Aldermen that the Situation Table and other initiatives are being effective. Chief Kilcullen said Commander Prouty has done a great job highlighting how dozens of incidents have declined as a result of the CRS and Situation Table. Commander Prouty said the Aldermen do not have a dime in the Situation Table; tax dollars are not being collected to support the initiative. Chief Kilcullen discussed that it is the Class Action Lawsuit brought against pharmaceutical companies resulting in the Opioid Settlement money that funds this initiative. Commander Prouty clarified that he believes the Aldermen want the Department to prove they did what they said with the money. As for proof that the initiatives are working, Commander Prouty said that is an easy lift through the agencies and people involved.

Mapping Update

Nate presented the mapping update which will be published for the public. The monthly incidents are up 10% from last year and currently at 1,700, 200 higher than 2024 at 1,536. Call type complaints are homicide 1 in 2025, 1 in 2024, robberies 6 in 2025, 4 in 2024, Assault 100 in 2025 and 90 in 2024, Drugs 100 in 2025 and 70 in 2024. Violations committed acts/attempted - Murder 2 in 2025 and 1 in 2024, Rape 1 in 2025 and 1 in 2024, Burglary 18 in 2025 and 17 in 2024, Larceny Motor Vehicle 50 in 2025 and 44 in 2024, Robberies 5 in 2025 and 3 in 2024, Larceny 8 in 2024 and 16 in 2025, Drugs 26 in 2025 and 20 in 2024, Aggravated Assault 37 in 2025 and 33 in 2024, Retail theft 136 in 2025 and 149 in 2024. Directed patrols 427 in 2025 and 209 in 2024, Foot 31 in 2025 and 38 in 2024 and Traffic Stops 822 in 2025 and 645 in 2024. Ryan will put the information on the website as a PDF snapshot. Commissioner Headlam asked if basic definitions could be added to assist the community in understanding what they are seeing. Ryan said he will add a cover page and definitions.

Budget Report

Chief Kilcullen said at 8.33% of the year, expenses are 9.7% of the budget with some expenses being paid in full at the beginning of the year. In regards to the Drug Forfeiture account, in March of 2024 there was a change to permissible expenses to exclude drug buys. This money would need to come from either the operating budget or partners in the investigation like a federal agency. Chairperson Brougham asked how much that would be. Chief Kilcullen said \$20,000.

Chief's Report

Chief Kilcullen said the Public Safety Committee met to discuss staffing, the recruitment commercial aired on NBC 5, Board of Finance met to discuss the Situation Table expenses and approved up to \$70,000, July 17-27 the Outlaws Motorcycle Club had an uneventful stay, the C&ED Committee met to discuss a master lease to assist in the Transit Center issues, July 24 Concerning Canine Meeting, on July 31 the Chief read to kids at the Rec Camp, Aug. 5 was National Night Out, Aug. 17 VISION meeting, Aug. 14 will be a Concerning Canine Behavior meeting, the Commanders have determined who will be promoted and those names will be announced in the next couple weeks, work continues on the Award Ceremony to be held Sept. 5, the roof top units were replaced July 23-30 and jujitsu classes are being offered to all members of the department on Sundays.

Trainings Completed

July 4-18 – SWAT training

July 15 – Officer Ducharme DUI refresher training

July 17, 18 – Background Investigations Training for Detective Jax and Sgt. Rose

Tactical Training for Cpl. Lucia in PA.

Upcoming Trainings

Aug 11 – First Aid and CPR Training

Aug 14-15 – SRO LaGuardia will attend Adolescent Mental Health Training

Sept. 2-17 – Taser and Mandatory Use of Force Training for all sworn officers

Sept. 8-11 – Detective Stewart will attend Untimely Death Investigation school

Sept. 13-14 - Tactical Training for Detective Cpl. Lucia in Milford, NH

Sept. 23 – Cpl. Travares and Detective Jax attend “Together we Ride” in Killington

Oct. 20-24 – Officer Stewart Tactical Medic Provider Training in NY

Commander Williams and Officer Ducharme FBI LEEDA Training for Executive Leadership

Oct. 29-31 – Detective Lucia and Cpl. Morgano will attend Use of Force and Tactic Instructor Class

Chief Kilcullen shared his response to an email from the HR Director regarding tuition assistance for a CRS who requested a Master in Social work degree. There is some disagreement as to whether this was included in the Collective Bargaining Unit with the City. This is for information only.

Information was provided by Chief Kilcullen to the Commissioners regarding the MOU that mentions benefits such as ski passes and gym memberships with an opinion from the City's auditor that they should be taxed. This is also for information only.

Chief Kilcullen distributed copies of the proposed changes of the first 5 of 40 policies being updated. The changes are in red. He asked the Commissioners to review the changes and provide feedback next month.

Issues and Comments from the Commissioners

Commissioner Romeo said the Outlaws left the fairgrounds in better condition than they found it and donated 50 bicycles for Children's Day at the Vermont State Fair. He also discussed an issue someone had getting an ID card at the DMV without an address due to being homeless.

Commissioner Flory asked about the status of the fingerprints. The fingerprints came back, except Commissioner Flory will need hers redone.

Commissioner Headlam discussed concerns regarding speeding cars on Jackson Avenue. She asked if a monitor could be put on the street. Commander Prouty said there is one currently on Jackson Avenue.

Commissioner Flory discussed the need for a stop sign at the corner of Lincoln and Grant. It was suggested that the stop sign issue be referred to Traffic Safety Committee who meet on the third Friday of every month.

Executive Session

At 7:22 pm Commissioner Brown moved to go into Executive Session under 1 VSA 313 to discuss personnel and contracts that prior public knowledge would put the department at a disadvantage and invited the Chief and Commanders to attend. Commissioner Flory seconded. Motion was approved 5-0.

Commissioner Flory moved to exit Executive Session with no actionable items. Commissioner Romeo seconded. Motion was approved 5-0. Executive session ended at 8:01 pm.

Adjournment

Commissioner Flory moved to adjourn. Commissioner Romeo seconded. Motion passed 5-0. Meeting called to close at 8:02 pm.

Submitted by Barbara Spaulding

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