

Rutland City Police Commission
July 14, 2025

Present: Acting Chairperson Luther Brown, Commissioners Alis Headlam and Tony Romeo

Also attending: Chief Kilcullen, Commanders Whitehead and Williams, Officers Beverly, Olsen and Falco, Mayor Doenges, Ryan Brady and Nate Thibodeau

Acting Chairperson Brown called the meeting to order at 6 PM following the Pledge of Allegiance. A moment of silence was held for Officer Jessica Ebbighausen.

Approval of the Minutes

Commissioner Headlam moved to approve the minutes of June 9, 2025. Commissioner Romeo seconded. Motion was approved 3-0.

Introduction/Recognition of Police Department Members

Chief Kilcullen administered the oath of Police Officer to both Probationary Officers Stefano Falco and Sean Olsen. He also introduced Officer Beverly who started last week after graduating in May and is currently in his field training.

Chief Kilcullen read a Letter to the Editor written by David Coppock of Rutland County Indivisible acknowledging Chief Kilcullen, Commander Whitehead and police department for their professional and courteous conduct during the June 14th gathering for “No Kings” day along Main Street.

Chief Kilcullen acknowledged the efforts of the Recruitment Team which was established a few years ago. Acting Sgt. Morgano has been focusing efforts through the Community Response Team and did a commercial on NBC 5 that will air on many streaming services. Chief Kilcullen noted that as of July 13, they have 34 sworn positions. He discussed how in the past the City funded 41 officers, but that it wasn’t necessary to raise the tax dollars to fund those positions if they weren’t going to fill the positions. The current budget includes 35 positions, but to be fully staffed the need is 39. He asked the Commissioners to attend a Public Safety Committee meeting being held at 5:30 pm on July 15 at City Hall to advocate for the additional positions. There are currently several candidates in various stages of the hiring process and additional staffing would allow the department to be more proactive, provide a level of service the community deserves and reduce overtime costs.

Commanders’ Reports

Commander Whitehead said six officers started SWAT school at the Academy. The training for the emergency response team is Monday through Friday. The Outlaws Motorcycle Club are returning to Rutland on Thursday July 17 through Sunday morning. There will be coverage around the clock.

Commissioner Headlam asked if there is an increased need for the SWAT training. Commander Whitehead said nothing has changed, but having increased personnel they are able to dedicate

time to having their own team as well as a regional team. Chief Kilcullen added that there are 26 total in the class from Rutland County, Bennington County, Burlington, Milton and three from out-of-state. Commander Whitehead added that this is an NTOA sponsored training with grant funding available for added equipment and monthly training. Commissioner Romeo asked if funds from the confiscated drug money could be used to support this as well. Commander Whitehead said the asset forfeiture money has been considered. Commissioner Headlam asked who we relied on prior to this training. Commander Whitehead said the State Police, their SWAT Team and HSI's SRT to make dangerous entries. Acting Chairperson Brown asked if the Rutland members will have additional duties to their primary work. Commander Whitehead said their main function will be as patrol officers, but if needed, they will be pulled for SWAT. Commissioner Headlam asked if the funds to pay the SWAT team would come from the City budget as a separate budget item. Commander Whitehead said it will come out of overtime.

Commander Williams reported on recruitment saying there are 7 applicants for the PT test at the Academy as the first step, those that pass will get interviews. There are two individuals who are going into background and there are four in background with no previous experience and one in background with training. He said the Sgts. List wrapped up on Thursday and interviews were completed. Commander Williams is also working on updating policies which he will then forward to the other Commanders for review and they will hopefully be submitted to the Commission at the next meeting or two.

Commissioner Headlam asked if there have been any new recruitment strategies and what is the primary avenue for recruiting at this time. Commander Williams said Officers Rice and Morgano are handling that and doing a fantastic job through social media and attending job fairs. Chief Kilcullen said the NBC 5 commercial will be available on the Facebook page.

Chief Kilcullen provided Commander Prouty's update saying several candidates have been identified for the CRS position vacated by Julie Fitzgibbons. Acting Chairperson Brown asked if the search was statewide. Ryan said the position was advertised on Indeed, the City website and the CEDRR hiring board. Commissioner Headlam asked if it makes sense to publish an article highlighting the work being done by the CRS and to educate the public as to what they do. Ryan said he will discuss this with Commander Prouty. Chief Kilcullen said National Night Out is August 5 at Meadow Street Park from 4 to 7 pm.

Mapping Update

Nate presented the mapping update with the YTD Incidents is up 12% from last year and is currently 7,916, the YTD average is 6,484, the estimated incoming calls is up 9% at 6,873. The YTD monthly average is 1,406. Areas of activity are 66% Downtown, 30% Sector 1, 18% Sector 2, 13% Sector 3 and 10% Sector 4. Directed patrols are up 13% at 27 and traffic stops are up 55% at 220. The daytime analysis shows the busiest day as Monday in June from 12 to 3 pm, the second busiest time is 9 am to noon. There was an increase in burglaries in Sector 1 with the biggest increase in larceny from person in Downtown. Nate reviewed the NIBRS information with drug related violations up 50%. He said for arrest information there have been 522 arrests, the average arrests are 372, the monthly arrests are 75. Weapon theft information shows a 58% decrease from last year; the YTD average is 15. Total weapons stolen is 9, down 55%. Gun theft

from a vehicle is 2. Overdoses are down 26% from last year with 34, the 5-year average is 49, YTD monthly average is 6. Fatal overdoses are 2.

Budget Report

Chief Kilcullen said at 100% of the year, expenses are 99.64% of the budget. He discussed the overtime line budgeted for the year of \$350,000 ended up being \$453,000 and exceeded the budget by 130%. He expects that with the addition of officers the overtime will be reduced in FY26. Commissioner Headlam asked about the percentage of 100.3% on page 6. Chief Kilcullen explained that he reports on the operating budget which is pages 1-4 and that the expenses on pages 5 and 6 are not paid by taxes but through other means like grants and the forfeiture revenue.

Chief's Report

Chief Kilcullen said the Situation Table meets every Wednesday and both CRS Sequoia and Cohen have been integral members and within a few weeks the meetings will be held upstairs in the room that is being remodeled. June 24 was Treatment Court, July 15 at 5:30 pm Public Safety Committee meets followed by the Finance Committee meeting to discuss uses for the Opioid Settlement Money, Charter & Ordinance Committee was held on June 3 to discuss wildlife feeding, on June 7 the Board of Aldermen approved transfer of fees to the equipment replacement fund, on July 17 the Mayor is holding a meeting regarding the transit center, on July 17 the Aldermen will set the tax rate, July 24 Concerning Canine Behavior with two cases, August 5 National Night Out. Canine Nash received recertification on June 2 with handler Officer Radja, June 10-13 Emergency Response Team interviews were conducted, on June 22 part-time officer Nick Stewart was assigned to BCI Detective, on June 23 Officer Beverly started as Level 3 certified officer, July 1 recruitment commercial filmed, on July 10 oral board process for the Sgts. promotions, on July 13 Officer Dan Blanchard was rehired as full-time officer. The Award Ceremony is in process for September and the HFAC system will be replaced and there will be a need to close the road for their delivery to the rooftop. Chief Kilcullen said jujitsu classes are being offered to all members of the department once a week.

Trainings Completed

Officer Shum completed the Level 2 training in June.

Upcoming Trainings

July 15 – Officer Ducharme will be taking a DUI refresher training
July 17, 18 – Background Investigations Training for Detective Jax and Sgt. Rose
July 22 – Firearms instructor test for Sgt. Rose
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” at the Child First Advocacy Center.
Oct. 24-31 – Detective Lucia and Cpl. Morgano will attend Use of Force and Tactic Instructor Class

Issues and Comments from the Commissioners

Commissioner Romeo said he has received good feedback on Facebook post and seeing more police presence. He asked about the status of the Patrol Finder. Chief Kilcullen said they are working through not being able to use GPS coordinates but progress is being made with the CAD integration. The contract has been assigned to Atty. Bloomer who will review the contract on Wednesday. Commissioner Romeo asked about the status of the campers on school property. Chief Kilcullen said school staff posted a notice at the site. Commissioner Romeo asked about the \$10 parking ticket in the Central Business District. Chief Kilcullen said there is a Central Business District that has a parking ban from 3 to 6 am. Information can be found in sections 4772 and 5044 of the City Ordinance. The Aldermen do have the ability to change the ordinance.

Commissioner Headlam gave kudos to the Facebook page and increase in traffic enforcement. She also recognized Barbara Spaulding for her service to the Commission. Commissioner Headlam asked where RUTSTAT meetings are held in light of the remodeling. Chief Kilcullen said the meetings are held in the training room. The next RUTSTAT meeting is July 15.

Commissioner Headlam still wants to do a ride-along and meet the new officers. She asked about the status of the fingerprint results. Ryan said the fingerprints are taking up to 4 weeks to be processed. He will follow up with the clerks. Commissioner Headlam thinks it is important for the officers to be able to recognize the Commissioners and vice-versa. Chief Kilcullen said the Commissioners can be escorted at the station with notice. Commissioner Romeo asked for contact information for the officers. Chief Kilcullen said he can provide department cell phone numbers only. Ryan said the contact information is on the Rutland City Police website under the About Us tab.

Adjournment

Commissioner Headlam moved to adjourn. Commissioner Romeo seconded. Motion passed 3-0. Meeting called to close at 7:29 pm.

Submitted by Barbara Spaulding

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