

# CITY OF BARRE POLICE ADVISORY COMMITTEE

## MEETING MINUTES

(Monday, January 8, 2024)

**Location of meeting:** Hybrid. Conference room at Alumni Hall, 2<sup>nd</sup> floor.

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

Phone number: 1 929 205 6099

Meeting ID: 830 5327 6707

### 1. Call to order:

- 6:15 PM – Zoom technical difficulties.

### 2. Consider approval of agenda:

- Kristin Motions to approve agenda, Bob seconds. All in favor

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

Kristin motions to approve previous meeting minutes, Bob seconds. All in favor.

### 4. Receive guests:

- Bob Nelson, Kristin Tousignant, Chief Vail, Teddy Waszazak and Sandy Rouse (via zoom) Connie Williard also joined via zoom.
- Chief addressed any questions or concerns

### 5. Councilor Waszazak's Report

- Budget is ongoing, the city is in dire financial straits due to the flood in July. We are lobbying to get financial assistance from the state.
- 5% is our goal for an increase and this would include cuts to everything. If we maintained the city as is, we would look at an increase of around 16% – 19%. This is with no state aid and no FEMA assistance. "it's not good."
- Renegotiation of the bargaining agreement. Teddy, city manager, Scott Cameron, Rick Taft, and Chief Vail to go through this and the council will have the final say.

## 6. Chief's report

- Currently, we have 5 vacancies. We are in a hiring freeze so we will hold 3 positions and move forward with the other 2 that were in progress – 1 dropped out. We are down to 1 detective, 2 from Patrol put in for a detective position and 1 will get it.
- Chief has been working very diligently on the transparency section on the BCPD page – looks great.
- Award and Recognition time coming up. These decisions will go to the award committee to be decided on, agree, or disagree and then we will have the ceremony in the spring.
- The BCPD is still displaced after the flood, the first floor had damage. The new projected date is January 25<sup>th</sup>. There was one small change made from a handful.
- All the equipment for the body camera's have arrived and will hopefully be up and running by the end of the month. Chief Vail to do the training for this as he has experience from using them previously. Marc Poulin will assist in some of the newer functions. If the department had some one come in to do this training, it would be around \$10,000 – **Thank you Chief!!!**
- Applying for the John Law Scholarship again for our officers to attend the FBI LEEDA program.

## 7. Discuss and consider approving 312 Transfers and Reassignments

- No questions or comments
- Kristin motions to approve policy, Sandy seconds. All in favor.

## 8. Discuss and consider approving 314 Peer Support

- Peer support group is all the members in Police Department.
- Not designed for punitive. Certain issues are weeded out.
- You do not involve anyone who was not there. That leads to second guessing and questioning.
- Kristin motions to approve policy, Sandy seconds. All in favor

## 9. Discuss and consider approving 316 Line of Duty Death

- The Liaison is the Chief and when the Chief is occupied it's the next highest ranking. There is no list, it's standard and discussed. There is no real training that can go into this.
- There are some great resources listed for families.
- "Surviving" officers can resort to their EAP or peer support.
- Kristin motions to approve policy, Sandy seconds. All in favor.

#### 10. Discuss and consider approving 416 Court orders for Protection

- The majority of this is statute.
- Kristin motions to approve policy, Bob seconds. All in favor.

#### 11. Discuss and consider approving 309 Attendance and Leave

- A lot of this is in the bargaining agreement. Once the new agreement is passed, this can be changed.
- Vacation days can be carried over; Chief Vail looked at this and it needs correction, rephrase.
- Misuse of time not in bargaining agreement, what you can use sick time for.
- Most of this is also labor law – law guidelines.
- Short/Long term leave is FMLA.
- You can take comp time instead of OT, but it must be requested. There is a Max of 80 hours that can be taken before it converts to OT.
- For returning employees there may be some requirements you will need to complete. Ex: mandatory trainings.
- Kristin motions to approve policy based on the changes that they discussed; the Chief will get back to us on the “carry over” time. Bob Seconds. All in favor.

#### 12. Miscellaneous

- Bob applauded Teddy for being involved in the Bargaining agreement conversation, it’s not an easy thing to do so, thank you teddy for doing this.
- Kristin wants to give a shout out to Bob Nelson for being mentioned in Governor Phil Scott’s “2024 State of the State address.” Bob is an outstanding member of Barre City. **Thank you for all that you do.**

#### 13. Adjourn

- Meeting adjourned at 7:36 pm, Kristin motions to approve and sandy seconds. All in favor.