The VCJC has previously identified the three priority Fair and Impartial Policing (FIP) positions and the benefits associated with the funding of these positions.

Priority #1

In order of priority, there is strong sentiment on part of the VCJC and VPA leadership staff to complete a comprehensive review and overhaul of the full curriculum with the assistance of IADLEST (International Association of Directors of Law Enforcement Standards and Training) This process would require **one-time** monies over a three-year period to accomplish.
The results would deliver nationally accredited training that is evidence-based and legally defensible, and would touch every topic of law enforcement training. This funding would have the most beneficial impact for Vermont law enforcement, community relationships and stakeholders.

Curriculum Revision / Accreditation (over three-year period) $1.4 million (FY24 $200,000)

Phase I: Statewide JTA

It will take 5-6 months to develop and distribute the survey electronically, collect and analyze the data, and identify job tasks by frequency and criticality.

Phase II: Curriculum Development

It will take at least 18-24 months to develop the national average of 600 hours of basic curriculum (the VPA basic curriculum is 850 hours). Phase II includes the creation of learning objectives (using JTA data from Phase I), building uniform lesson manuscripts for instructors and students using adult learning best practices and NCP standards, visual aids, and written and skill-based testing instruments. Phase II MUST be a collaborative process with as many stakeholders as possible.

Phase III: Piloting

The curriculum must be piloted at least once to evaluate the efficacy, and logistics, and make any needed revisions before full implementation. Piloting also includes validating testing

instruments. Estimate 6 months for piloting.

By leveraging its proven experience in curriculum development, IADLEST estimates it will take 25 work hours to scientifically validate via JTA, conduct research, develop, and pilot one (1) hour of classroom training. Using a conservative ratio estimate of 25:1, it would take 15,000 work hours to build a 600-hour basic academy curriculum. Minimum staffing needs include 3-4 full-time experienced curriculum developers, a JTA researcher, and a project manager.

Priority #2

Technology and Software $120,000

Through an assessment of operations and compliance processes during an audit conducted by the State Auditor's Office, the Academy has identified the need for modernized technology most critically in an upgraded record management system.

With a new records management system VCJC staff can maintain a more efficient and compliant record process while allowing Agencies the ability to collaborate and comply with the standards that the Council sets. Rule 13 mandates (in-service training) can be assigned, tracked, and documented more efficiently.

Digital training upgrades will lead to improved course availability, instructor development, professional pathways to advancement, transition to alternate pathways of learning, scheduling of facilities, secure testing options, and transparency in learning. Training capabilities include creating observed tests specific to law enforcement that involve ratings, scoring properties, multi-part testing to ensure skills trainings are being attributed to competencies, and integrating measurables around de-escalation and prevention, and community impacts
.
Case Management tracking and reporting are essential to the operations of the Professional Regulation Subcommittee. This database allows for secure access and retention of records with tracking and monitoring capabilities that link directly with the National Decertification Index through IADLEST (Vermont law enforcement agencies' abilities to report and receive actions against officer certifications). As a subset of the full records system, investigations are able to be wholly confidential as well as efficient in the ability to access important officer record information, secure storage of files, and ease of access for agencies to report to the VCJC per mandate. Software would also track case management from initial reporting to conclusion.

Priority #3

Policy Analyst $110,000

High liability trainings require strong policy development, risk reduction response processes, and expanded capacity strategies. The position would focus on the safety, development, and oversight of Firearms, Use of Force, Driving, De-escalation, scenario based training, and additional high-liability trainings.

The position would develop long term strategies to accommodate capacity planning in various learning modes, environments, and outcomes. The position would facilitate best practices for

21st century policing, create innovative plans to integrate a top-down approach in leadership with agency executive-level law enforcement coordination development. The position would be the lead Director for Accreditation Management.

Priority #4

Compliance and Certification $121,561

As evidenced by legislative demands and an audit done by the State Auditor's Office, we would appreciate the opportunity to acquire a position that supports the development and progression of a compliance Director to facilitate a full record management rebuild, compliance audit program development, policy development and process implementations. The operational intricacies of law enforcement certifications require specialized personnel that can facilitate change and create an efficient compliance operation. The position would report directly to the Executive Director and would provide a wide range of guidance services to the law enforcement community, including records retention practices, field audits, guidance documents, investigations, and record program oversight and implementation.

Remaining Budget asks

Training/Compliance Specialist $110,131

The Compliance and Training Specialist would work with the Compliance Officer to develop and coordinate trainings to all law enforcement entities, develop online training and tracking systems of compliance, implement and maintain a compliance system, and perform field audits to correspond with training courses. The position would report to the Director of Compliance.

Business Manager $115,721

The business manager would assist in the monitoring and development of inventory, budgetary needs, capacity building, and grant opportunities. This position would also maintain contracts and develop an internal business office. The position reports to the Director of Administration.

Program Support Personnel $99,195

Program support personnel would support the administrative division of the Academy including Professional Regulation, Operations, and Compliance. The position would provide program support for the compliance team, professional regulation program development, record input, data gathering, form development, and report writing.

Program Support Personnel $99,195

This Program Support Personnel would replace the current Part-Time Temporary position of Program Services Clerk. The position would provide support to the training division of the Academy. The position would work closely with all training personnel in the coordination and development of training, accurate record input, data gathering, form development, and report writing. The position would report to the Director of Training.