

**Criminal Justice Council  
Vermont Police Academy**  
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*Office of the Executive Director*

<b>Accreditation</b>		
<b>Phase One</b>	<b>JTA</b>	<b>\$200,000</b>
<b>Phase Two</b>	<b>Curriculum Development</b>	<b>\$600,000</b>
<b>Phase Three</b>	<b>Piloting</b>	<b>\$600,000</b>
<b>Positions</b>		
<b>Community Inclusion Director</b>	<b>PG 28</b>	<b>\$121,561</b>
<b>Compliance and Certification</b>	<b>28</b>	<b>\$121,561</b>
<b>Policy Analyst</b>	<b>26</b>	<b>\$110,131</b>
<b>Data Analyst</b>	<b>26</b>	<b>\$110,131</b>
<b>Training /Compliance Specialist – Alternative certification</b>	<b>26</b>	<b>\$110,131</b>
<b>Inclusion – Race and Equity - FIP Specialist</b>	<b>26</b>	<b>\$110,131</b>
<b>Compliance and certification coordinator</b>	<b>26</b>	<b>\$110,131</b>
<b>Business Manager</b>	<b>27</b>	<b>\$115,721</b>
<b>Program Support x2</b>	<b>24 X 2</b>	<b>\$198,390</b>
<b>Technology and Software</b>		
<b>RMS Compliance System</b>	<b>Startup</b>	<b>\$120,000</b>
	<b>Annually</b>	<b>\$100,000</b>
<b>One Time Funding</b>		
<b>RFP's</b>		<b>\$200,000</b>



## **Accreditation: \$200,000**

**Accreditation over a three-year period will cost \$1.6 million – For Fiscal Year 2024, we will be requesting \$200,000 to initiate the Job Task Analysis which is the first part of a three-phase process.**

**FY25 and FY26 budget requests will reflect the remainder of the money.**

## **Positions: \$1.1 Million**

There is no Fair and Impartial Trainer in the State of Vermont

We propose a new division that allows for the expansion and development of awareness training within the state on issues that affect our marginalized communities especially as it pertains to law enforcement.

**Fair and impartial policing – with three positions associated (Director, data, specialist) \$341,823**

Professional Regulation as a process is growing and in need of program support.

**Increased caseloads and investigations – one position associated (Program Support) \$99,195**

Training programs are expansive and complex. Program support is needed to develop a plan for transparency and community outreach while supporting the processes of training.

**New Program Recruitment – One position associated (Program support) \$99,195**

An Audit done by the State Auditor's office throughout 2021 on compliance in records showed the Council areas where there needs to be a great improvement to further professionalize law enforcement. This includes an increase in capacity for performing field audits, analyzing outcomes, process improvements, and policy maintenance compliance.

**Compliance monitoring and auditing – 4 positions associated (compliance, training, and policy) \$451,954**

The position of Business manager is required as our administrative wing expands.

Needs to fulfill include data, finance, contracts, and grants.

**New position- Business manager \$115,721**

## **Technology and Software: \$120,000**

To ensure that compliance monitoring needs are met we will be required to update our Record Management System. This fills the need to distance learning in a Covid environment, efficient and compliant records, training transformation, and case management tracking and reporting.



**RMS Compliance System upgrade \$120,000 startup costs and then \$100,000 annually.**

**One Time Funding: \$200,000**

- Procedure Development
- Off-site course offering development
- RMS system transfer
- Developing pathways to certification
- Medical personnel
- Increase in existing contract costs

**One-time RFP's: \$100,000**

**Increase of contract costs: \$100,000**

