

Department of Buildings and General Services Office of Safety and Security 2026 Overview

Emily Kisicki, Deputy Commissioner
Bill McSalis, Director of Safety & Security



Statutory Authority

29 V.S.A. § 171 – 172

Responsibility for security

(a) The Commissioner of Buildings and General Services shall be responsible for ensuring the security of all State facilities, regardless of funding source for construction or renovation, the lands upon which those facilities are located, and the occupants of those facilities and places, except that:

(2) in those buildings which function exclusively as courthouses, security shall be under the jurisdiction of the Supreme Court;

(3) the space occupied by the Supreme Court shall be under the jurisdiction of the Supreme Court; and

(4) in the State House, security shall be under the jurisdiction of the Sergeant at Arms.

(b) The Commissioner of Buildings and General Services shall develop a security plan for each facility... and shall regularly update these plans as necessary and be responsible for coordinating responses to all security needs. The Supreme Court and the Sergeant at Arms shall, in cooperation with the Commissioner of Buildings and General Services, prepare and update such plans for the facilities under their respective jurisdictions.

(c) The Commissioner of Buildings and General Services may delegate the responsibility for security at specified facilities.

Office of Safety and Security

► **Mission Statement**

Our mission is to develop, coordinate, implement, and evaluate safety and security programs and related training in cooperation with all state organizations, in support of the State's efforts to ensure and maintain a safe and secure environment for all employees and visitors.

Office of Safety and Security Overview

- ▶ Uniformed Services
- ▶ Emergency Procedure Planning
- ▶ Threat Mitigation
- ▶ Security Systems
- ▶ Environmental and Occupational Safety
- ▶ The Office is lead by Director Bill McSalis and have 23 FTEs
- ▶ Funded through a mixture of Fee-for-Space and a line item in the Capital Bill for infrastructure

Uniformed Services

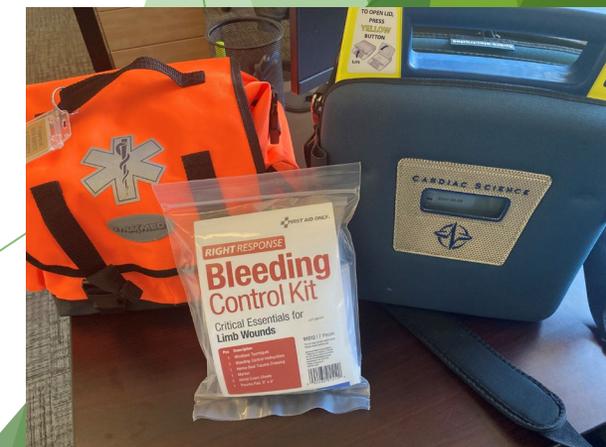
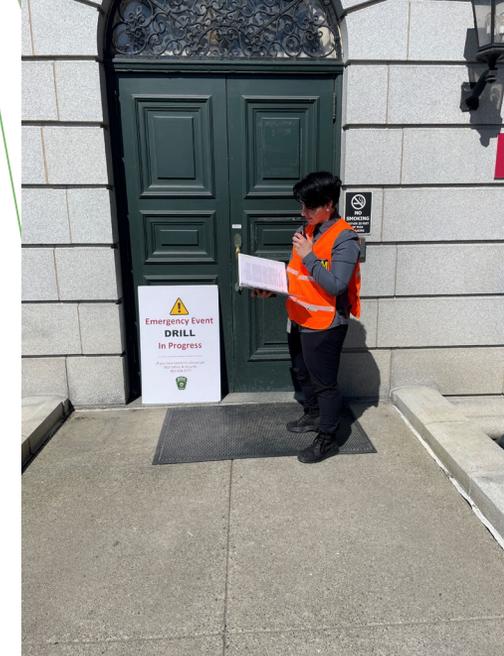
- ▶ Visitor screening and access control.
 - ▶ Enforcement of Parking and Towing Policy.
- ▶ Patrolling Capitol Complex, Waterbury State Office Complex, and other nearby offices.
- ▶ Monitoring of events, particularly those on the Statehouse lawn, both in person and with security cameras.
- ▶ Response to security concerns and medical events.
- ▶ Provide escorts as requested.
- ▶ Contracted security at:
 - ▶ Brattleboro, Burlington, Rutland, St Albans, Williston, as well as a new rover position for Hartford, Middlebury, and Springfield.



Emergency Procedure Planning

Develop, train, implement, drill, and evaluate EPP plans

- ▶ 2007 State employees received EPP training: in person 972, in Tabletop exercises 409, and in MS Teams Meetings 625.
- ▶ Security Committee Meeting. This may be a small group or all employees.
 - ▶ Review recent changes and reassignments. Update the EPP.
 - ▶ Provide Training to EVERYONE.
- ▶ Evacuation drills.
 - ▶ Radios, evacuation site, procedure, and communication issues are exposed.
 - ▶ After Action Review
- ▶ CPR/AED, Stop the Bleed, De-escalation, Active Threat.
- ▶ Reunification Plan
- ▶ Therapy Dogs
- ▶ AED Deployment



Threat Mitigation

- ▶ Safety and Security Incident Report (SSIR)
 - ▶ About 1,000 incidents annually
 - ▶ About 70 threats annually
- ▶ Intelligence sharing
 - ▶ Vermont Interagency Threat Assessment Team (VITAT)
 - ▶ Capitol Complex Safety and Security Committee
 - ▶ Vermont Intelligence Center
 - ▶ Joint Safety and Health Committee
- ▶ Training
 - ▶ De-escalation, Active Threat familiarization, and custom training
- ▶ Video review
 - ▶ Law Enforcement and DHR assistance.

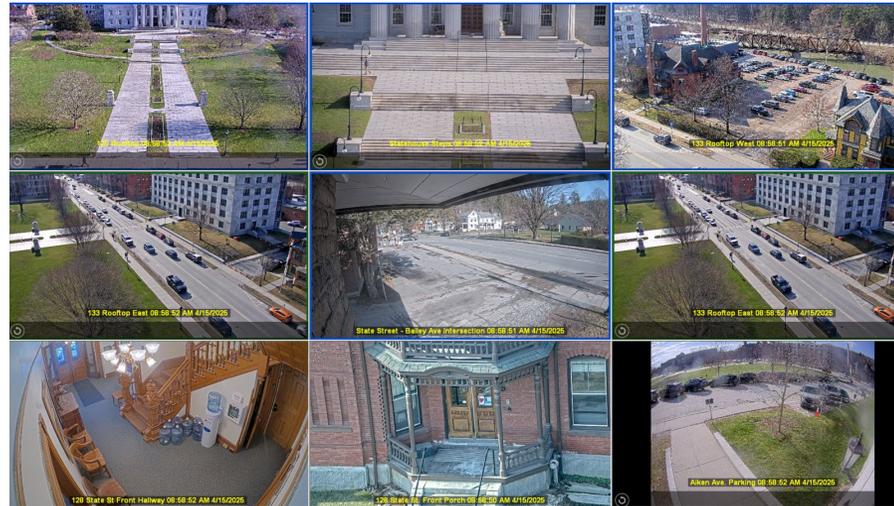


Inward opening



Security Systems

Badge readers, lockdown buttons, cameras, panic buttons, client service model, iPhones, remote unlockers, intrusion alarms, and specialty equipment.



FOR OFFICIAL USE ONLY (FOUO)

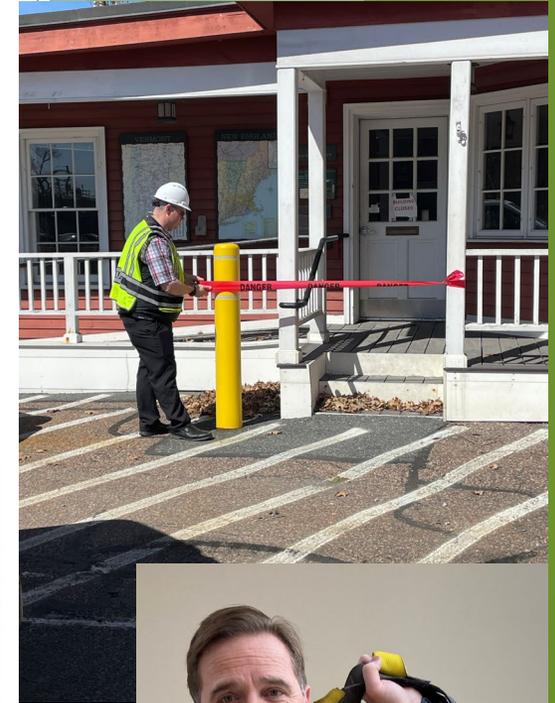
STATE OF VERMONT, BUILDINGS & GENERAL SERVICES, OFFICE OF SAFETY AND SECURITY

SECURITY THREAT LEVELS AND SECURITY MEASURES

Facility Security Level	4	3	2	1
Description	Buildings with infrequent or inconsistent occupancy and/or infrequent interactions with public. Buildings that do not have a client base AND are not in urban areas.	Buildings with infrequent or inconsistent occupancy and/or infrequent interactions with public. Low probability of hostile client activity or security concerns.	Buildings with client-facing offices, including AHS, VDH, DOL, DOC, States Attorney and higher probability of hostile or disruptive client activity.	Critical to mission of State Govt., likely target of disturbing protest or terrorist attack, health laboratories that maintain live agents, areas where people gather in large numbers, high crime area, frequent or serious
Examples	Warehouses, garages, storage buildings, seasonal facilities.		Agency HQ, AHS offices, DMV locations, Court Houses, State Police Barracks	Governor's Offices, offices containing cabinet or other senior officials, EOC, Dispatch Centers, Health Labs.
Customer/Public Interaction	None	Light/medium	heavy	Regulated Visitor Access
Card Access	Facility is secured as deemed appropriate by	Card Access	Card Access	Card Access
Lockdown Buttons		Lockdown Buttons	Lockdown Buttons	Lockdown Buttons
Camera Systems		Camera System	Camera System	Camera System
Panic Buttons			Panic Buttons	Panic Buttons
Client Service Model, including reception windows	No electronic security measures taken unless requested to meet the programmatic needs of the tenant		For client-facing offices based on business model and leadership request.	For client-facing offices based on business model and leadership request.
Video intercom with remote unlocking			For client-facing offices based on business model and leadership request.	For client-facing offices based on business model and leadership request.
Intrusion Detection Systems		Based on the programmatic needs of the tenant	Based on the programmatic needs of the tenant	Based on the programmatic needs of the tenant

Environmental and Occupational Safety

- ▶ Environmental Safety
 - ▶ Odd smells, mold, air and water testing
 - ▶ Hazardous site testing and mitigation
- ▶ Occupational Safety
 - ▶ Safety Data Sheets
 - ▶ VOSHA related concerns
 - ▶ Accident investigation
- ▶ Continuity Of Operations Planning (COOP)
- ▶ State Emergency Operations Center
- ▶ Americans with Disability Act (ADA)
- ▶ UVM Public Health Interns





River Gauge - Heat Plant 11:46:59 PM 4/10/07



Administrative Functions

- ▶ 5,000 access badges for BGS buildings annually
- ▶ Parking hangtags for Capitol Complex
- ▶ SOV-Alert emergency message dissemination
- ▶ 24/7 Answering Service
- ▶ Site visits for moves and new construction
- ▶ Emergency Shelter preparation
- ▶ Coordination for contracted security
- ▶ Flood awareness
- ▶ Infants in the Workplace

SOV-ALERT

THIS IS A MESSAGE FROM BGS SAFETY & SECURITY

[Please click here to acknowledge receipt of this message](#)



Visitor Screening

63 Professional Drive, Morrisville - AHS will be screening visitors. If necessary, additional updates will be provided. Notice will be sent when visitor screening has concluded.

Visitor Screening means:

- Exterior doors without readers should be manually locked.
- Exterior doors with readers will be locked by BGS Safety & Security. Badge access is still available to existing authorized badge holders.
- Visitors with scheduled appointments or employees with access may be allowed to enter. Visitors without an appointment may be refused entry.
- Normal business operations can continue, and staff may freely move throughout the building.
 - Share this alert with your employees, account for all staff, alert employees who are not in the building, and be prepared for further action.

24/7 Statewide Security Hotline (802) 828-0777 | Safety & Security | Buildings and General Services | 133 State Street, Montpelier, Vermont 05633-2101
To update your account [CLICK HERE](#). For issues with your account, please email the Administrator at BGS.SecuritySOVAlert@vermont.gov