

**CRIMINAL JUSTICE COUNCIL
Fiscal Year 2027 Budget Request**

**Christopher Brickell,
Executive Director**

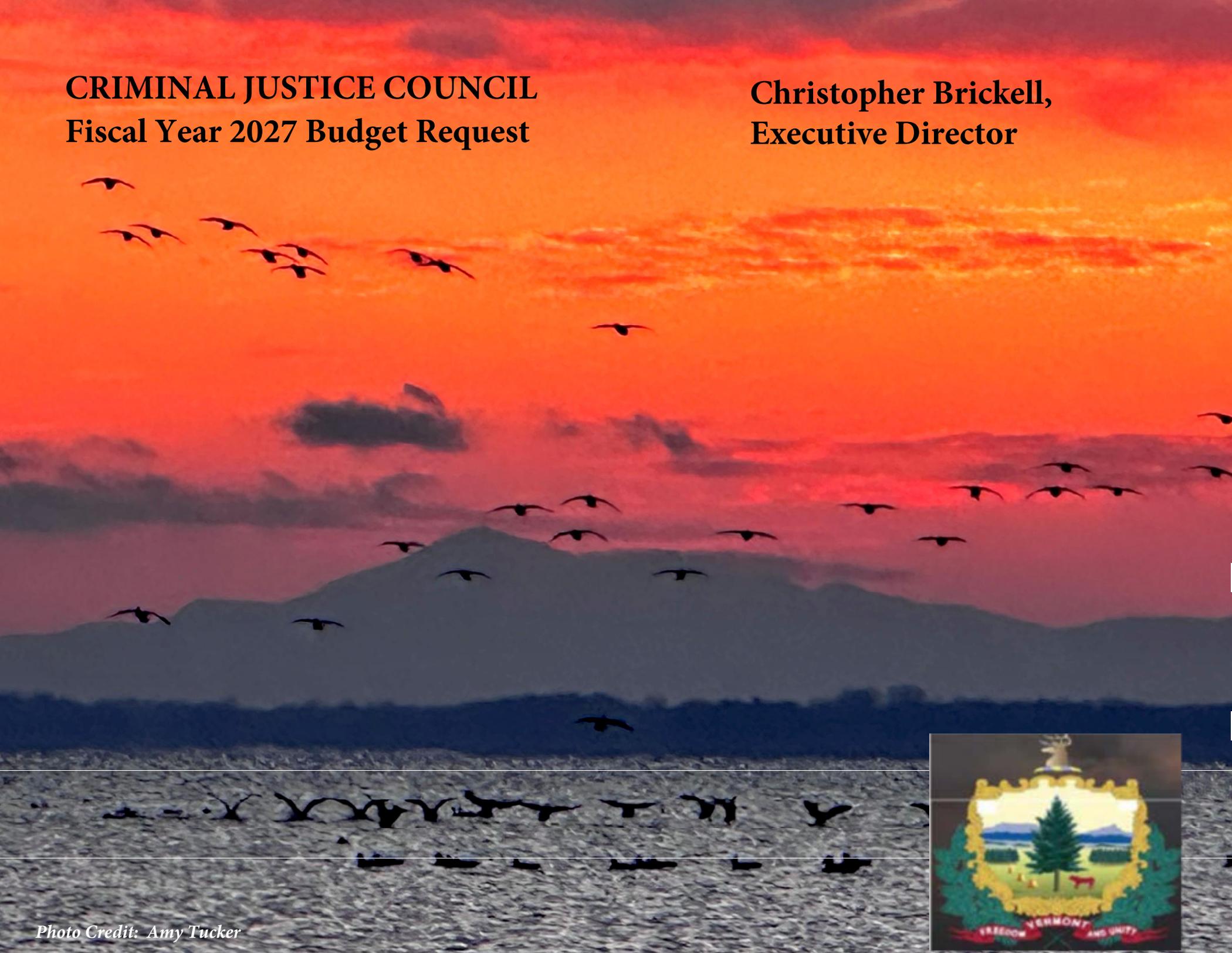


Photo Credit: Amy Tucker



Fiscal Year 2027 Budget Request

**V E R M O N T
C R I M I N A L J U S T I C E
C O U N C I L**

Christopher Brickell, Executive Director

Budget Development

Holly S. Ferrant, AoA Chief Financial Officer

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*Fiscal Year 2027 Budget Request
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VCJC/VPA Budget Program Highlights



\$4.33M

FY27 Proposed General Fund Appropriation



\$347K

IDT Funds



16

VPAs Staff



8K

Website Users



4.5K

Facebook Followers



726

Instagram Followers



82

State, Local, County, Agencies Supported



96%

Agency Compliance With 20 VSA 2366

FY27 Budget \$4.33M

The VCJC budget submitted for approval is designed to keep the Academy fully operational and able to meet its core training mission. This funding ensures continuity in preparing and supporting new and current law enforcement officers across Vermont. With additional resources in the future, the Academy would be well positioned to further integrate and expand critical initiatives such as officer wellness, curriculum development in de-escalation and Identity-Based Responsivity, and systems that strengthen compliance, data quality, and community partnerships. These enhancements would help ensure training remains safe, defensible, and responsive to community needs. The Academy's work contributes to a healthier, more diverse law enforcement workforce and supports workforce development statewide. In addition, the Academy's residential facility provides housing for all attendees, helping officers transition into their careers despite Vermont's challenging housing market.

VCJC/VPA Budget Program Highlights



\$6,700

Level III Tuition Per Recruit



27,544

Meals Served



705

Level III Training Hours



1,070

Certified Level III Law Enforcement Officers



456

Certified Level II Law Enforcement Officers



74

Act 56 Cases Received



13

Stipulated Agreements or hearings



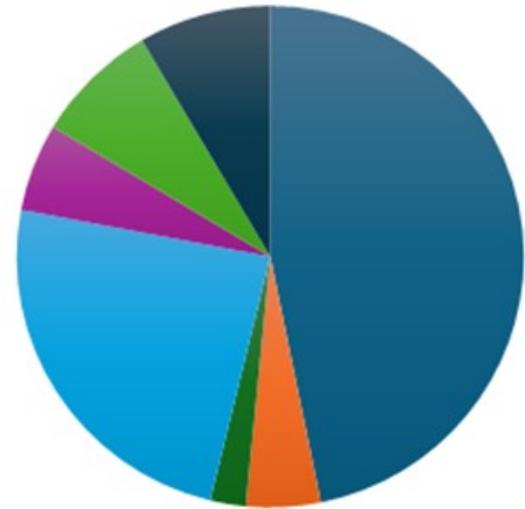
101

Council & Committee Meetings



39

Online and Offsite In-Service Trainings



FY27 Budget \$4.33M Breakdown by Category

- **51% - Salaries and Benefits**
- **05% - Contracts & Other Personnel Services**
- **02% - IT/Telecom**
- **26% - Fee for Space**
- **06% - Supplies and Operations**
- **09% - Food**
- **09% - IDT**



Vermont Criminal Justice Council

Organizational Overview

- **Organizational Overview**
- **Creation of the Council**
- **Council Membership**
- **Subcommittees and Working Groups**
- **Creation of the Academy**
- **Organizational Chart**
- **Program Organizational Chart**
- **Administrative Division**
- **Training Division**
- **Council**



VCJC/VPA Organizational Overview

- The Vermont Police Academy is the sole location of certification of Level I, II and Level III law enforcement officers in the State of Vermont. The Academy is overseen by the Criminal Justice Council who is legislatively mandated to develop standards, policies, and outcomes for the training and development of the Academy. The staff of the Academy are also the working staff of the Council.
- The Academy provides training 52 weeks a year to all regions, towns, cities, municipalities, and villages throughout the state. The outcomes of the Academy impact 100% of the population of Vermonters from residents to visitors.
- The Academy is led by Executive Director Christopher Brickell and Deputy Director Kenneth Hawkins, who jointly establish the mission and vision for law enforcement training and its impact on Vermont communities. The Directors provide oversight of and are responsible for the implementation and outcomes of all Academy operations across its three divisions: the Council (all staff), the Administrative Division (seven staff), and the Training Division (eight staff).
- The Directors are also responsible for assessing institutional practices; overseeing high-liability training; fostering organizational culture; developing professional development pathways; evaluating and developing policy; and coordinating legislative initiatives of the Vermont Criminal Justice Council, including the work and outcomes of its twelve subcommittees and working groups. Central to these responsibilities is sustained relationship-building with stakeholders across the criminal justice system.



Creation of the Council

- In January 2021, the Vermont Criminal Justice Council was statutorily expanded from 12 to 24
- The mission of the Vermont Criminal Justice Council is to establish rules, policies, regulations, and standards for the certification and training of criminal justice personnel and to serve as a resource to municipalities, counties, and the state to improve the quality of citizen protection. We will accomplish our mission by developing a comprehensive program to provide high-quality criminal justice training in a cooperative, efficient and effective manner through the proper utilization of modern technology and coordination of our facility.



Council Membership

Seven Governor Appointed Positions	Commissioner of Public Safety	Commissioner of Corrections	Commissioner of Motor Vehicles	Commissioner of Fish and Wildlife	Commissioner of Mental Health
Attorney General	Executive Director of States Attorney & Sheriff's	Executive Director of Racial Equity	Vermont Troopers Associations	Vermont Sheriff's Association	Vermont Chief's Association
Vermont State Employee Association	Vermont League of Cities and Towns	Executive Director for Crime Victim Services	Vermont Police Association	Human Rights Commission	Vermont Networks Against Domestic and Sexual Violence



Council Subcommittees and Working Groups

Professional Regulation	Rules	Fair and Impartial Policing	Training Advisory Committee	Entrance Testing
Advanced Training	Use of Force	Military Acquisition	Facial Recognition Technology	Waiver
Domestic Violence	Highway Safety	Level II Working Group	Medical Tactical	Canine
Alternate Pathways				



Creation of the Academy

- In 1967, the Vermont Legislature created the "Law Enforcement Training Council," to oversee police training standards and it needed a home as well. It was then decided the facility would be inspected for use as a training academy.
- The first Basic Training Course for Police Officers was conducted in 1968.
- By the Executive Order of Governor Deane C. Davis, dated May 11, 1971, the facility was transferred from the Health Department, Vermont Sanatorium, to the care, control and management of the Commissioner of Public Safety as a training facility for State Police officers and for other law enforcement officers trained under the authority of the Law Enforcement Training Council. The Training Council, at that time, was under the direction of the Commissioner of Public Safety. The Training Council and the Department of Public Safety moved into the current Vermont Police Academy in March of 1971.
- In 1974, the Training Council's name changed from "Law Enforcement Training Council" to "Criminal Justice Training Council" and control of it was given back to the Vermont Attorney General.
- With the passage of Act 57 of the General Legislative Session, as of July 1, 1979, the Vermont Criminal Justice Training Council became autonomous as an agency and was assigned the responsibility of operating the Academy as a training facility for all police professionals in the State of Vermont. Other agencies, subject to the Council Director's approval, are welcome to utilize the facility -- time, schedule, and conditions permitting.
- Today, the center section of the main building houses the Police Academy, the West Cottage is the home of the State Police - Office of Professional Development/Training Division and the East Cottage contains the Fire Service Training Center.
- Over the years, the Full-time Basic Training curriculum has grown from a 3-week course to the present 17-week program. The Part-time Officer Training Academy has grown from a 58-hour course to a 208-hour program. As laws and technology change, so has the need to increase the amount of training required in both programs.

Criminal Justice Council Staff

Administrative Division

Committees

Training Division

Human Resources

Compliance

Professional Regulation

Council Rules

Level III

FTO

Contracts, Grants & MOU's

Entrance Testing

Fair & Impartial Policing

Domestic Violence

Level II

Advanced Training

Budget

Inventory

Canine

Highway Safety

In-service

Alternate Pathways

Marketing

Emergency Planning & COOP

Waivers

Military Acquisition

Instructor

Canine

Data

Facility Management

Facial Recognition

Use of Force

Training Advisory (+4)



Administrative Division

- The administrative division of the Vermont Police Academy supports training staff, monitors and audits certification and compliance processes, professional regulation complaints and investigations, technology, policy and procedures, community inclusion and relationship building, contracts and grants oversight, HR, and Council outcomes. The Administrative division is integral to the overall operations.
 - The Director of Administration Lindsay Thivierge assists the Executive Director and Deputy Director with the administrative outcomes of the Academy including compliance, human resources, records management oversight, report development, procedure development, committee coordination and outcomes, legislative outcomes, budget, contracts, facility management, safety reports, emergency planning, Out of Jurisdiction waivers, entrance testing, rule compliance, website and technology, inventory, recruitment and hiring, supervision and accountability, social media and marketing, and acts as a supporting liaison between the Council, Law Enforcement, and the Legislature.
 - Community Inclusion Director Lisa Ryan fosters better relationships between law enforcement and diverse communities by embedding diversity, equity, and inclusion (DEI) into Vermont's policing training, policies, and practices, focusing on fair policing, data analysis for disparities, building community trust, and assisting law enforcement with relationship building between communities and law enforcement while assisting in the recruitment of more diverse officers to address systemic inequities in the justice system.



Administrative Division

- Technology and Program Services Coordinator Austin Bach is responsible for entrance testing administration; ordering of supplies; website development and maintenance; in-house IT requests including ordering, maintenance, and support; marketing and social media development.
- Administrative Services Coordinator Jennifer Hier is responsible for all records management including input, output, mail correspondence, customer service, Rule 20 input and compliance, general office coordination, in-house data collection, public record requests, inventory management, accounting, and course registrations.
- Staff Attorney Chris Perkett - General counsel to the Academy to oversee all legal aspects of the operation and outcomes of the Academy including professional regulation. This position serves as the drafter and applicant for Council rule changes, procedure and policy changes, compliance outcomes, record requests, and hearing officer for contested hearings. He also serves a legal counsel to the VCJC.
- Investigator Vegar Boe – This position is critical to the outcomes of professional regulation and serves as investigator for professional regulation complaints, compliance review, and auditing of law enforcement entity records. This position also conducts training statewide for law enforcement on Code of Conduct.



Training Division

- Academy resources provide services from training in a residential academy, a commuter academy, online, and traveling throughout the state to ensure the requirements of certification are met; especially during these times of law enforcement shortages when accessing training that is experiential in nature can be difficult. Trainers utilized from around the state are practicing law enforcement officers and subject matter experts, they are incorporated into the classroom to communicate real-world experiences and applications of training. Community professionals and those with lived experience are utilized to integrate the guardian mindset of Vermont law enforcement and build a community connection.
- Newly trained law enforcement officers have a foundation of patrol procedures, de-escalation, implicit and explicit bias, domestic violence awareness, mental health awareness, applied scenario tactics, and many more to fulfill statutory and community expectations.

The division is organized as follows: Deputy Director: Oversees the Director of Training and all program operations and processes.

- ***The Director of Training Sarah Roy*** Guides curriculum development and maintenance for certification programs, oversees, trains, and assists in the coordination of the Basic Certification programs, Instructor Program, Advanced Training Program, Canine program, and in-service training. The Director of Training oversees 6 training coordinators which make up the in-house training cadre for all law enforcement throughout the state.



Training Division

- ***Law Enforcement Training Coordinator Adam Murach*** is responsible for the preparation, coordination, instruction, and outcomes of the Level III 17-week residential academy. TC Murach also oversees, trains, and coordinates in the following areas: Mental Health Awareness, De-escalation, Use of Force and Tactics (Instructor and Recertifications Level II and Level III), Taser – Level II and Level III, Taser – Vermont specific, Training Assistant mentorship and development, less lethal instruction, Scenario-based training.
- ***Law Enforcement Training Coordinator (actively recruiting)*** is responsible for the preparation, coordination, instruction, and outcomes of the Level III 17-week residential academy. This position also oversees, trains, and coordinates in the following areas: Landlord/Tenant law, Gang awareness training, bloodborne pathogens, Patrol procedures, criminal law, ICAT – De-escalation, Crash and Advanced at scene, first aid including Narcan, Child safety seats, Traffic Incident Management Systems, VIN, Fingerprinting, Scenarios, Mid-terms and finals, Simulator training and outcomes, and Coursetune integration and development.
- ***Law Enforcement Training Coordinator Daniel Pennington*** is responsible for the preparation, coordination, instruction, and outcomes of the Level III 17-week residential academy. The coordination, instruction, and outcomes for the 2-week Level II commuter academy, Fleet operations and upkeep (vehicle maintenance and repairs, fuel, installation of emergency equipment), Driving training and instruction (Emergency Vehicles Operations Course). FTO school, and community-based ethics and equity.



Training Division (continued)

- **Law Enforcement Training Coordinator Chris Bataille** is responsible for the preparation, coordination, instruction, and outcomes of the Level III 17-week residential academy, First-line supervisor, and mentorship.
- **Law Enforcement Training Coordinator Jennifer Firpo** is responsible for the Domestic Violence Program to include preparation, coordination, instruction, and outcomes for the following: sexual violence/child abuse investigations, stalking and voyeurism, strangulation, Interaction with the deaf and hard of hearing, animal cruelty, vulnerable adult abuse, human trafficking, Media – Public Information Officer, CSI, Search and Rescue, Interacting with people with disabilities, and victim assistance.
- **Law Enforcement Training Coordinator Jamielee Bedard** this position is fully grant-funded and is responsible for the Impaired Driving Prevention Program to include preparation, coordination, certification, compliance, budgeting, and outcomes for the following: Alcohol and drug impairment courses (DUI, DRE, DMT, PBT), SFST Instructor Development Course, SFST Refresher, DUI Safety Checkpoint, DMT Supervisor, DRE School and Field certifications, Impaired Driving Conferences, ARIDE and Refreshers, RADAR/LIDAR courses, RADAR/LIDAR Instructor Development Course.



Training Division (continued)

- ***Canine Head Trainer (actively recruiting)*** is responsible for the Canine Program to include preparation, coordination, instruction, certification, and outcomes for the following canine schools: Patrol (4 weeks), Detection (6 weeks), Tracking (6 weeks), recertification (held monthly), and instructor schools. Canine schools take place on-site at the Vermont Police Academy. Recertifications are held statewide.
- ***Fair and Impartial Policing Instructor Mara Iverson*** - trains law enforcement officers to recognize and manage implicit biases, ensuring they provide equitable services without discrimination based on personal characteristics, citizenship, or immigration status, aligning with state law and promoting community trust through evidence-based instruction. They teach skills to reduce bias in policing, addressing issues like race, gender, and sexual orientation, and ensuring compliance with mandatory biennial training requirements. .



The Council

- The Council's mission runs in tandem with the Academy's mission with a larger-picture vision to create a culture within law enforcement that continues excellence in policy, standards, culture, and outcomes that encompass the communities we serve. The new Criminal Justice Council was created through S.124 and incorporates a wide range of community stakeholders in the law enforcement standards and training outcomes.
- Members include seven governor-appointed positions, the Commissioner of Public Safety, Commissioner of Corrections, Commissioner of Motor Vehicles, Commissioner of Fish and Wildlife, Commissioner of Mental Health, Attorney General, Executive Director of State's Attorney & Sheriff's, Executive Director of Racial Equity, Vermont Troopers Association, Vermont Police Association, Vermont Sheriff's Association, Vermont Chief's Associations, Vermont State Employee Association, Vermont League of Cities and Towns, Executive Director for Crime Victim Services, Human Rights Commission, Vermont Network Against Domestic and Sexual Violence.



The Council

The expanded Council has been tasked with:

- Promoting and protecting the health, safety, and welfare of the public.
- Encouraging and assisting municipalities, counties, and governmental agencies of this State in their efforts to improve the quality of law enforcement and citizen protection through standards
- Accepting and tracking complaints alleging officer unprofessional conduct, adjudicating charges of unprofessional conduct, and imposing sanctions on the certification of an officer whom the Council finds has committed unprofessional conduct.
- Offering and approving continuing programs of instruction in up-to-date methods of law enforcement and the administration of criminal justice.
- Encourage the participation of local governmental units in the program and aid in the establishment of adequate training facilities.



The Council (continued)

- The staff of the Vermont Police academy all coordinate and produce for the outcomes and operation of the Council as well as the combined subcommittees and working groups. Production for the Council includes scheduling meetings, complying with open meeting law, minutes and agendas, reports, data, curriculum content, contracts, and research.
- The Council meets one to two times a month, and subcommittees meet as often as weekly. Outcomes from the Council since its creation include Body Worn Camera model policy, Professional Regulation Procedures and processes, Contested hearings, Review continuing programs of instruction, Draft rules, Fair and Impartial Policing Training and Data, Review of Fair and Impartial Policing Policy, Use of Force policy changes and training, TAC review of FTO and Level II and pathways to certification conversation, accreditation process research and initiation, curriculum rewrite, canine program audit and restructuring, audit – What we found out and guidance development, changed written and PT entry requirements, alternate training sites; schedules; and modes of delivery, AC in recruit living quarters, Council vote to remain autonomous from the Agency of Public Safety, acquired one-time money for a simulator upgrade and entrance test review, 3 positions – Canine, FIP Instructor, and Community Inclusion Director, absorbed partial grant funding for DV TC position, curriculum review and development.



Prior Year Accomplishments

- Council
- Committees
- Staff



Council Successes

- Updated Professional Regulation Procedures
- Written Entrance Test selected and Implemented
- Acadis RMS system implementation
- Continuation of Curriculum Review and Rewrite
- IACP Women's Leadership Institute
- Hosted Naturalization Ceremony
- Booth at Fair Haven HS Career Fair, National Night Out, and Pride Festival.
- Hired FIP Instructor
- Provided mandatory FIP training to all law enforcement and also a Neurodivergence in-service training.
- Hired an Attorney
- Canine Patrol and Detection Schools were completed
- Identity Based Policing JTA completed
- Translated the FIP policy into 14 languages and ASL as well as a statement to communities.
- Continued contract with O2X for officer wellness as part of the overall strategy for officer recruitment and retention.



Council Successes (Continued)

- Graduated 74 Level III officers, and 54 Level II officers integrated trauma informed phase 1 practices and overall wellness processes for new recruits in the residential program.
- Hosted legislators at the Academy for a tour and explanation of our programs.
- Conducted 6 in-house agency training and policy compliance audits
- NHTSA Assessment to review Highway Safety program.
- Increased training and FTO for Level I and II officers
- Conducted the FIP Policy Review
- Conducted Death Investigation school, Background Investigation School, Internal Affairs School, and Instructor training schools.
- Staff attended De-escalation Train the Trainer program as part of a de-escalation initiative.
- Alternate Pathways Subcommittee creation, meetings, and recommendations.
- Voted on Annual Training Requirements
- Updated Canine Standards
- Draft procedure approved for 20 VSA 2359
- Updated Council rules



Statutory and Legislative Requirements

- **Prior Session Law and Statutory Requirements**
- **Statutory Changes for Effective Operations**



Prior Session Law and Statutory Directives

- **Statewide Model Policy on Sealed Criminal Records:** The Legislature directed the VCJC to establish a statewide model policy governing access and use of sealed criminal history records by law enforcement by December 15, 2025. The policy must define what sealed records may be accessed, how access is documented, and ensure compliance with state and federal law. If an agency fails to adopt its own policy by March 15, 2026, it is automatically required to follow the Council’s model policy. ***Draft to be reviewed by the VCJC February 2026.***
- **Law-Enforcement Code of Conduct Implementation:** Legislation (and subsequent rulemaking approved in early 2025) established a uniform statewide law-enforcement code of conduct that guides expectations for officer behavior and provides a consistent process for review and discipline under VCJC authority.
- **ARIDE (Impaired Driving) Training Rule Updates:** The Council’s rules were updated to include Advanced Roadside Impaired Driving Enforcement (ARIDE) training requirements and procedural details including prerequisites and certification expectations, aligning statute and rule requirements.
- **Expansion of Training & Certification Standards:** The 2025 legislative session and subsequent VCJC rule changes also continue to support modernized training standards, including updated certification tiers (Levels I–III), enhancements to professional conduct standards and recertification expectations, and ongoing curriculum review efforts reported to legislative committees.



Statutory Changes for Effective Operations

- 20 vsa 2355(a)(1) ...which shall include rules to identify and implement alternate routes to certification ~~aside from the training provided at the Vermont Police Academy.~~
- 20 VSA 2355(a)(12) permitting its Executive Director to grant ~~up to a 60-day~~ waiver to a law enforcement officer who has failed to meet the officer's annual in-service training requirements but who is able to complete those training requirements within the time period permitted to the Executive Director; and
- 20 VSA 2355(f)(2) remove rules
- 20 VSA 2355(f)(2) The tuition fees for trainings not required under Section 2358 of this chapter shall be set to reflect the actual costs for operation of the particular programs offered, ~~with an additional \$30.00 entrance exam fee assessed on all training,~~ except educational outreach courses for the public.
- 2358(b)(2) An applicant for certification as a Level II law enforcement officer ~~shall first complete Level II basic training and may then become certified in specialized practice area as set forth in...~~ **Language change to:** An applicant for certification as a Level II law enforcement officer shall complete Level II training.
- 2358(c)(2) The Council shall structure its programs so that on or after July 1, 2021, a Level II certified officer may use portfolio experiential learning ~~or College Level Examination Program (CLEP) testing~~ in order to transition to Level III certification, without such an officer needing to restart the certification process.
- ~~2403 (b) The Council shall provide a copy of any report and the relevant documents provided with it to the a Criminal Justice Council Advisory Committee, which shall recommend any appropriate action to take in regard to a law enforcement officer who is the subject of that report. (Council Advisory Committee was sunset 12/16/2021 testimony 20 vsa 2410)~~
- 2365 – (a) in order to remain certified, law enforcement officers shall receive by 2011 ~~at least eight hours of~~ domestic violence training in a program approved by the VCJC and the Vermont Network against Domestic and Sexual Violence.



New Funding Requests

- **Language Access: Request for \$30,000 one-time funding.**
- **300K Budget adjustment requested for completion of Curriculum Review and Development contract.**



FY 2027 Critical Needs

- Understanding fiscal conservation for the FY27 appropriation the VCJC focused their request on a one-time appropriation for language access translation of the new statutory policy for expunged records as well as critical policies such as Use of Force.
- The VCJC also requires the completion of the Curriculum Review and development contract for that was recommended by the Governor.

VCJC/VPA Future Pressures



Wellness Program \$200,000

- Injury Prevention
- Stress Management
- Mental Wellness
- Nutrition and Sleep Management



De-Escalation Curriculum \$250,000

- Federal Grant Approval
- Curriculum Development
- Instructor Training
- Research and Supplies
- Policy Assessment



IBR Curriculum \$100,000

- Continued Collaboration and Integration
- Instructor Training
- Online training development
- Regional community and LEO training



Legal Services for Hearings \$125,000

- Contracts for Hearing Officers
- Per Diem costs for Council Members
- Transcripts and fees for witnesses
- Cost of appeals

Future Pressures

These initiatives position the Academy to lead the next generation of professional, resilient, and community-centered policing professionals in Vermont. By continuing to embed recruit and officer wellness training as a core component of instruction, expanding access to de-escalation training through statewide in-service programs, and integrating IBR curriculum, the Academy can strengthen public safety while deepening trust with the communities it serves. Sustained investment in these areas creates meaningful opportunities to enhance officer resilience, support sound decision-making, and improve outcomes during critical encounters. Expanded de-escalation training promotes safer interactions for both officers and the public, while IBR curriculum advances transparency, accountability, and strong community partnerships. Together, these initiatives support safer Vermont communities and reinforce a modern, effective community policing model that is prepared to meet future challenges. Statutory requirements related to unprofessional conduct mandate hearings and stipulations for officer certification matters. These proceedings have resulted in a growing number of unfunded costs, limiting the Academy's ability to allocate resources toward new initiatives or projects.



Legislative Reporting Requirements

- Statutory Reports



Statutory Reports

- Annually on or before July 1, Fair and Impartial Policing Report (20 V.S.A. § 2366 and § 2351).
- Annually on or before September 1, Roadside Stop Data Reporting (20 V.S.A. § 2366).
- Annually on or before January 15, Act 56 (Unprofessional Conduct) Aggregate Data Report (20 V.S.A. § 2403)



Accountability Measures

- **Funding received in prior FY**
 - **Outcomes achieved**
 - **Barriers encountered**
 - **Resolution Strategies Implemented**
 - **Performance Data Collected**
 - **Forward Looking Operational Plans**



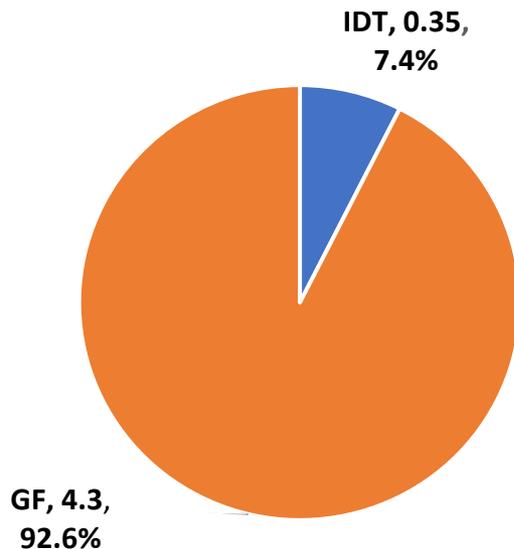
Canine Head Trainer

- In the prior fiscal year, the VCJC was granted partial funding for a Canine Head Trainer position. Following the retirement of the VCJC Training Coordinator responsible for the Canine Program, a comprehensive assessment conducted in 2024 determined that two dedicated positions were ultimately necessary to sustain and strengthen the statewide Canine Training Program.
- To ensure continuity of operations and maintain compliance for currently certified canine teams, the VCJC contracted with an experienced canine trainer to meet immediate training and certification needs. After partial funding was awarded for the Head Trainer position, the VCJC strategically redirected remaining contract funds toward recruitment efforts.
- The position was formally posted and interviews were conducted; however, no applicants met the level of experience required to effectively lead a statewide canine training program. In consultation with the Canine Committee, the VCJC made the prudent decision to extend the existing contract to preserve program consistency, maintain certification standards, and allow time to recruit and develop qualified candidates through cross-training opportunities.
- The VCJC is now actively recruiting for a Canine Head Trainer using the funds allotted to the position, with a renewed focus on unifying canine programs and establishing consistent, Vermont-specific training standards. This approach supports long-term program stability, strengthens recruitment outcomes, and ensures the successful development of a sustainable statewide canine training framework.

Agency of Administration,
Criminal Justice Council
FY 2027 Governor's Recommend Budget

MISSION: The mission of the Vermont Criminal Justice Council is to enhance public safety and promote law enforcement excellence by establishing policies, certification standards, training, and resources that embrace best practices in criminal justice to meet the needs of the communities we serve.

**Governor's Recommended Budget FY
2027 (\$ millions)**



FY 2027 SUMMARY & HIGHLIGHTS

- The Criminal Justice Council presents a \$71,443 or 1.68% increase in the General Fund budget.
- The Criminal Justice Council presents a \$43,527 or 11.11% increase in the Inter-Departmental Transfer Fund budget.
- In the FY2027 budget the Criminal Justice Council has 2 Exempt and 14 Classified positions.
- The Vacancy Savings rate in FY2025 was 10.7% and YTD in FY2026 it's 12.5%.

Fiscal Year 2027 Budget Development Form: Criminal Justice Council

	General \$\$	Interdept'l Transfer \$\$	Total \$\$
Approp #1 [2170010000]: Criminal Justice Council FY 2026 Approp	4,260,265	390,852	4,651,117
Other Changes: (Please insert changes to your base appropriation that occurred after the passage of the FY 2026 budget)			0
FY 2026 Other Changes	0	0	0
Total Approp. After FY 2026 Other Changes	4,260,265	390,852	4,651,117
CURRENT SERVICE LEVEL/CURRENT LAW	71,443	(43,527)	27,916
<i>Personal Services</i>	<i>175,150</i>	<i>8,676</i>	<i>183,826</i>
500000: Salary & Wages: Classified Employees	104,864	5,492	110,356
500010: Salary & Wages: Exempt Employees			
501500: Health Insurance: Classified Employees	16,932	3,743	20,675
501510: Health Insurances: Exempt Employees			
502000: Retirement: Classified Employees	40,476	1,582	42,058
502010: Retirement: Exempt Employees			
All Other Employee Payroll Related Fringe Benefits	2,203	(292)	1,911
504040: VT Family & Medical Leave Insurance Premium	(509)	21	(488)
504045: Child Care Contribution	1,486	25	1,511
505200: Workers' Compensation Insurance Premium	3,010		3,010
508000: Vacancy Turnover Savings	66,002		66,002
Other adjustments to Personal Service expense account codes:	(59,314)	(1,895)	(61,209)
			0
			0
			0
<i>Operating Expenses</i>	<i>(103,707)</i>	<i>(52,203)</i>	<i>(155,910)</i>
515010: Fee-for-Space Charge	(95,441)		(95,441)
516000: Insurance Other Than Employee Benefits	(44)		(44)
516010: Insurance - General Liability	369		369
516671: VISION/ISD	4,881		4,881
516685: ADS Allocated Charge	49,159		49,159
519006: Human Resources Services	1,261		1,261
523620: Single Audit Allocation	25		25
Other adjustments to Operating Expense account codes:	(63,917)	(52,203)	(116,120)
			0
			0
			0
<i>Grants</i>	<i>0</i>	<i>0</i>	<i>0</i>
			0
			0
			0
			0
			0
			0
			0
Subtotal of Increases/Decreases	71,443	(43,527)	27,916
FY 2027 Governor Recommend	4,331,708	347,325	4,679,033

Criminal Justice Council FY 2026 Appropriation	4,260,265	390,852	4,651,117
Reductions and Other Changes	0	0	0
FY 2026 Total After Other Changes	4,260,265	390,852	4,651,117
TOTAL INCREASES/DECREASES	71,443	(43,527)	27,916
Criminal Justice Council FY 2027 Governor Recommend	4,331,708	347,325	4,679,033

Programs

Vermont Criminal Justice Council

Program Name	Program Purpose and Context	Program Services Provided	Program Website	Additional Resource Links	Data Steward Email	Primary Outcome	Number of Measures Reported
Advanced Training	In-service, instructor programs, certifications, recerts, and others.	Training provided outside of initial certification are required for annual compliance, phase I of the Level I program, and furthering law enforcement training and education. The Certification program for Canine is operated from the Academy.	https://vcjc.vermont.gov/training/current		adam_morach@vermont.gov	Vermont is a Safe Place to Live	ARE21
Certifications	The purpose of this program is to provide certifications for FTO, Instructors, and advanced training.	This program provides training for advanced certifications.	https://vcjc.vermont.gov/training		brianph.bawkus@vermont.gov	Vermont's State Infrastructure Meets the Needs of Vermonters, the Economy, and the Environment	ARE21
Compliance	The goal of this program is to ensure all officers remain in compliance with Annual Training requirements that compliance is met for those Out of Jurisdiction waivers, military waivers, or medical waivers.	Within this program, staff manually audit records and review training requirements to ensure compliance for officers depending on what waiver is being requested. This may include training recertification to 90 days.	https://vcjc.vermont.gov/rule-20-annual-requirements		inday.thirveng@vermont.gov segar_bob@vermont.gov	Vermont is a Safe Place to Live	ARE21
Highway Safety/Impaired Driving	Drug Recognition Experts, Adv. Roadside Impaired Driving Enforcement (ARIDE), DUI: certification & maintenance.	This program requires daily upkeep to ensure compliance of officers to achieve 90% (penetration to ARIDE) as well as ARIDE compliance to ensure enough classes are scheduled throughout the state. Trainings, conferences, and events are held to continue the mission of training and education of highway safety for all law enforcement officers.	https://vcjc.vermont.gov/impaired-driving		amielee.bradford@vermont.gov	Vermont is a Safe Place to Live	ARE21
Level II Certification	Provide Level II certification.	This program is held three times a year as the initial phase one training out of a three-phase process to include additional training beyond the 90 hours and FTO requirements.	https://vcjc.vermont.gov/training/one-and-two		daniel.gennings@vermont.gov	Vermont is a Safe Place to Live	ARE21
Level III Certification	Provide Level III certification.	This program runs twice a year, at times a third begins within the FT to assist agencies with getting more officers on the road. There is no cap to how many candidates can come through the program.	https://vcjc.vermont.gov/training/three		dick.baskin@vermont.gov	Vermont is a Safe Place to Live	ARE21
Operations	Food and housing for all certification levels. This affects operations and capacity which overall affects all Vermont communities.	Residential trainees, commuters, and visitors have use of the facility for training purposes. This includes food as well as housing. This operational level program ensures a healthy environment for training law enforcement and welcoming community members.	https://vcjc.vermont.gov/training/three		inday.thirveng@vermont.gov	Vermont is a Safe Place to Live	ARE21
Professional Regulation	Review all cases and reports of unprofessional conduct. Complaints are accepted from law enforcement, public, any source. Professional Regulation cases are reviewed and determined whether cases will go to hearing. Documents and all media reviewed. This staff coordinated program regulates the professional regulation process for Vermont law enforcement. This affects the community as a whole.	This program requires daily upkeep of a private database of files, writing weekly meetings, minutes posted, case review and determinations, administrative work to get cases to hearing, letters and correspondence, research and investigation into cases.	https://vcjc.vermont.gov/professional-regulation	https://vcjc.vermont.gov/content/text/66-complaints-handled , https://vcjc.vermont.gov/professional-regulation-certification-action	segar_bob@vermont.gov	Vermont Has Open, Effective, and Inclusive Government	ARE21
Recruitment	Social media and website marketing to assist in the outreach for recruitment and retention.	To increase recruitment efforts throughout the state, there is a need to expand marketing efforts. One way this has been accomplished has been through the creation and upkeep of digital media.	https://www.facebook.com/VermontPoliceAcademy		inday.thirveng@vermont.gov austin_bach@vermont.gov	Vermont is a Safe Place to Live	ARE21
Special Training Programs	Domestic Violence, Far & Impairal Potting (IPP) courses (CC baseline and statutory mandates)	Specialized training is provided as part of legislative mandate but also runs concurrent to the mission of the Academy and the Council. This program is a piece of the greater mission to expand Domestic and Equity Trainings into law enforcement culture.	https://vcjc.vermont.gov/council/committees		isa_rean@vermont.gov janifer_fripo@vermont.gov	Vermont is a Safe Place to Live	ARE21
Wellness	Maintaining health and wellness of students and training professionals to ensure physical and mental wellness while part of the training environment. Currently contracted with human performance company (2X) to reduce injury, illness, (from minor to critical). The program that is in place monitors the holistic training experience for a recruit to include mental and physical health, nutrition, and sleep.	The training program requires oversight of ill and injured recruits. With the continued presence of Covid, operations shift to accommodate recruit schedules due to injury or illness.	https://vcjc.vermont.gov/office-wellness	https://vcjc.vermont.gov/Physical-Fitness-Test	brianph.bawkus@vermont.gov	Vermonters Are Healthy	ARE21

Measures

Vermont Criminal Justice Council

Program Name	Measure	Measure Type	Unit Type	Priority	Reporting Period	2021	2022	2023	2024	2025	Target	Notes
Advanced Training	Number of certified canine teams	Quantity	Number	Higher is Better	CY	48.00	74.00	53.00	13.00	16.00	20	Increase to ensure we have canine teams available for agencies and unite training programs in the state.
Advanced Training	Number of new field training officers certified	Quantity	Number	Higher is Better	CY	16.00	20.00	22.00	16.00	16.00	16	Increase to
Advanced Training	Number of in-service courses offered	Quantity	Number	Higher is Better	CY	107.00	59.00	128.00	94.00	142.00	150	In-service courses offered currently are to fulfill basic certifications and instructor certifications. Increase to widen the learning opportunities for law enforcement officers in VT.
Advanced Training	Number of new canine certifications	Quantity	Number	Higher is Better	CY	9.00	5.00	0.00	2.00	3.00	5	Increase to ensure we have canine teams that are trained by the same standard and available for agencies.
Certifications	Number of instructors certified	Quantity	Number	Higher is Better	CY	-	343.00	378.00	312.00	328.00	350	Instructors throughout the state are volunteers from agencies, community partners, and advocacy groups. Increase to ensure we retain capacity for instruction.
Certifications	Number of field training officers	Quantity	Number	Higher is Better	CY	416.00	274.00	568.00	368.00	284.00	300	Field Training Officers merge information taught in the Academy with their agencies policies and practices to ensure that recruits are better prepared to serve the public. Increase to ensure we have officers in the field that are able to properly instruct and prepare new officers.
Compliance	Percent of agencies compliant with race data reporting	Quantity	Percent	Higher is Better	CY	-	0.98	1.00	0.94	0.94	1	20 VSA 2366 requirement. Increase to ensure all agencies, all departments, and town constables are reporting properly and timely.
Compliance	Number of officers (active, certified) out of compliance with Annual Training requirement	Quantity	Number	Lower is Better	CY	4.00	77.00	47.00	24.00	114.00	0	20 VSA 2355 and Council Rule 8 requirement. Decrease to ensure the least amount of officers are out of compliance with annual training requirements. Training non-compliance may include waivers for medical, military, or administrative leave, as well as a temporary leave status.
Highway Safety: Impaired Driving	Number of new DUI certifications	Quantity	Number	Higher is Better	CY	44.00	84.00	56.00	100.00	47.00	109	DUI training for highway safety is the first step in training for DRE certification. Increase to widen the pool of officers trained in DUI.
Highway Safety: Impaired Driving	Number of new ARIDE certifications	Quantity	Number	Higher is Better	CY	54.00	48.00	62.00	74.00	96.00		ARIDE training for highway safety is the second step in training for DRE certification. Council Rule 22 Increase to widen the pool of officers trained in advance level requirement identification to recruit for DRE's and remain certified.
Highway Safety: Impaired Driving	Number of certified DREs statewide	Quantity	Number	Higher is Better	CY	50.00	40.00	40.00	44.00	48.00	50	DRE training for highway safety is the final step in training for DRE certification. Increase to ensure there are a suitable number of officers available for roadside enforcement.

Measures

Vermont Criminal Justice Council

Measure Name	Measure	Measure Type	Unit Type	Priority	Reporting Period	2021	2022	2023	2024	2025	Target	Notes
Highway Safety: Impaired Driving	Percent of active VT LEEDs ARIDE trained	Result	Percent	Higher is Better	CY	0.98	0.93	0.91	0.95	0.91	1	Increase to widen the pool of applicants for DRE training.
Highway Safety: Impaired Driving	Percent successful completion of ARIDE	Quality	Percent	Higher is Better	CY	1.00	0.98	0.97	0.96	0.99	1	Increase to ensure the instruction is aligning with student success.
Level II Certification	Percent of Female Recruits	Quantity	Percent	Higher is Better	CY	-	-	0.28	0.19	0.27	0	Increase to widen the diversity of law enforcement in Vermont.
Level II Certification	Percent of BIPOC Recruits	Quantity	Percent	Higher is Better	CY	-	-	0.07	0.07	0.11	0	Increase to widen the diversity of law enforcement in Vermont.
Level II Certification	Percent of graduates	Result	Percent	Higher is Better	SPY	0.98	0.88	0.89	0.91	0.95	1	There is currently no entrance test and a healthy remediation plan. Increase to get the highest number possible of successful graduates in the program.
Level II Certification	Number of seats available	Quantity	Number	No Polarity	SPY	72.00	72.00	50.00	72.00	72.00	72	Maximize space available within our facility.
Level II Certification	Number enrolled	Quantity	Number	Higher is Better	SPY	42.00	48.00	38.00	51.00	44.00	72	Maximize number of seats per each training offered.
Level III Certification	Percent of Female Recruits	Quantity	Percent	Higher is Better	CY	-	-	0.24	0.22	0.19	0	Increase to widen the diversity of law enforcement in Vermont.
Level III Certification	Percent of BIPOC Recruits	Quantity	Percent	Higher is Better	CY	-	-	0.10	0.21	0.10	0	Increase to widen the diversity of law enforcement in Vermont.
Level III Certification	Number of entrance testing dates	Quantity	Number	No Polarity	SPY	-	18.00	11.00	12.00	47.00	52	Increase would show diversity in test availability (modes) and the introduction of a new written entrance test which is available online.
Level III Certification	Number of entrance testers passed	Quantity	Number	Higher is Better	SPY	-	91.00	122.00	272.00	67.00	100	The entrance test consists of an MAPS, PT, and a written entrance. Entry requirements have shifted so the graded portion referenced for 2023 is for the written entrance and PT for prior years. Increase to raise numbers of new law enforcement officers.
Level III Certification	Percent graduates	Result	Percent	Higher is Better	SPY	0.83	0.87	0.91	0.78	0.88	1	There is currently no entrance test and a healthy remediation plan. Increase to get the highest number possible of successful graduates in the program.
Level III Certification	Number of seats available	Quantity	Number	No Polarity	SPY	84.00	96.00	100.00	104.00	88.00	88	Maximize space available within our facility.
Level III Certification	Number enrolled	Quantity	Number	Higher is Better	SPY	53.00	71.00	87.00	104.00	80.00	88	Maximize number of seats per each training offered.
Operations	Number of meals served	Quantity	Number	No Polarity	SPY	-	16381.00	20237.00	26978.00	27580.00	28,000	Increase in size to reduce cost per meal.
Professional Regulation	Number of cases received	Result	Number	Lower is Better	CY	-	-	32.00	23.00	85.00	65	Code of Conduct approved by the Council will go into effect this year and we could see an increase in cases received. Decrease number of professional misconduct cases in Vermont.
Professional Regulation	Number of cases reviewed	Result	Number	Lower is Better	CY	59.00	58.00	62.00	18.00	47.00	35	Code of Conduct approved by the Council will go into effect this year and we could see an increase in cases reviewed. Maintain current review of cases but eventually trend down.

Measures

Vermont Criminal Justice Council

Program Name	Measure	Measure Type	Unit Type	Polarity	Reporting Period	2021	2022	2023	2024	2025	Target	Notes
Recruitment	Number of Facebook followers	Quantity	Number	Higher is Better	CY	-	3456.00	3697.00	4229.00	4414.00	4500	There is currently no dedicated marketing staff member that works towards marketing for recruitment. We would expect numbers to increase with a marketing program. Increase awareness, potential recruitment and connecting with current families.
Recruitment	Number of Instagram followers	Quantity	Number	Higher is Better	CY	-	436.00	544.00	616.00	708.00	800	There is currently no dedicated marketing staff member that works towards marketing for recruitment. We would expect numbers to increase with a marketing program. Increase awareness, potential recruitment and connecting with current families.
Recruitment	Number of website users	Quantity	Number	Higher is Better	CY	-	11495.00	7200.00	9065.00	8100.00	8,100	The website will be changing in the next FY, we may see a change in web usage to trend downward due to law enforcement utilizing a new system for training thereby decreasing usage on the web. Increase awareness, potential recruitment and providing educational tools to the public and law enforcement.
Special Training Programs	Number of FP statutory courses scheduled offline	Quantity	Number	Higher is Better	CY	60.00	29.00	9.00	20.00	73.00	100	Increase with the addition of Community Reclusion Director, FP Instructor and MACEST Curriculum redevelopment. Increase to expand the knowledge and awareness throughout Vermont law enforcement. 2025 Training was produced online.
Special Training Programs	Number of officers trained - DV baseline	Quantity	Number	No Polarity	CY	100.00	68.00	84.00	115.00	93.00	120	Required for Certification. An increase of numbers shows an increase in law enforcement entering the profession.
Special Training Programs	Number of officers trained - FP baseline	Quantity	Number	No Polarity	CY	70.00	103.00	90.00	119.00	100.00	125	Required for Certification. An increase of numbers shows an increase in law enforcement entering the profession.
Special Training Programs	Number of officers trained Domestic Violence biennial statutory mandate	Result	Number	Higher is Better	Biennial	1400.00	1071.00	1288.00	645.00	30.00	1,226	Increase to reach maximum compliance. DV training is every even year, those numbers should be higher than odd years.
Special Training Programs	Percent of officers trained Fair and Impartial Policing biennial statutory mandate	Result	Percent	Higher is Better	Biennial	0.99	0.00	0.95	0.00	0.97	1	Increase to reach maximum compliance. FP training is every even year, those numbers should be higher than odd years.
Wellness	Number of Reportable injuries	Quantity	Number	Lower is Better	CY	-	-	17.00	11.00	2.00	0	Decrease with appropriate PT programs to correspond with fitness levels.
Wellness	Number of recruits ill	Quantity	Number	Lower is Better	CY	-	-	20.00	14.00	2.00	0	Decrease to reduce number of illnesses.
Wellness	Number of recruits injured	Quantity	Number	Lower is Better	CY	-	17.00	37.00	47.00	26.00	15	Decrease as candidates come in better prepared for physical activity to limit injuries as much as possible.

**Criminal Justice Council
FY2025 - FY2026 CARRYFORWARD**

Annually the General Assembly authorizes the Commissioner of Finance and Management to allow unspent appropriations from the General Fund to carryforward. The following table reflects the carryforward authorized by the Commissioner in FY2025.

	FY2026 Appropriation	FY2025 Carryforward	% of FY2026 Appropriation
General Fund:			
Criminal Justice Council	\$ 4,260,266.00	\$ 696,681.13	16.4%
Total General Fund:	\$ 4,260,266.00	\$ 696,681.13	16.4%

FY2026 Carryforward Use:

\$100,000 –Officer Wellness Program addressing organizational stress, trauma exposure, and empirical data plan for tracking strategies and success.

\$200,000 – Classroom Upgrades to include technology for students, furniture, and ammunition storage.

\$150,000 – Videography and online course development.

\$50,000 - Marketing for community events

\$50,000 - Professional Development to ensure best practices in adult learning theory and varying modalities of instruction.

\$45,000 - Hire into range for Director of Training and Canine Head Trainer.

\$101,681.13 –To assist in increased operating costs associated with rising numbers of law enforcement attending the residential academy for 17 weeks in support of 20 VSA 2358 and Council Rule 12 to include rising food costs.

**Criminal Justice Council
Major Budget Object Comparison**

Source of Funds Detail - General Fund

General Fund	FY 2026 Appropriation Act	FY 2027 Governor Recommended	Difference	% Change
Personal Services	\$ 2,320,304.00	\$ 2,494,281.00	\$ 173,977.00	7.5%
Operating Expenses	\$ 1,939,961.00	\$ 1,837,427.00	\$ (102,534.00)	-5.3%
Grants	\$ -	\$ -	\$ -	
Total General Fund	\$ 4,260,265.00	\$ 4,331,708.00	\$ 71,443.00	1.7%

Source of Funds Detail - Interdepartmental Transfer Fund

Interdepartmental Transfer Fund	FY 2026 Appropriation Act	FY 2027 Governor Recommended	Difference	% Change
Personal Services	\$ 188,210.00	\$ 196,886.00	\$ 8,676.00	4.6%
Operating Expenses	\$ 202,642.00	\$ 150,439.00	\$ (52,203.00)	-25.8%
Grants	\$ -	\$ -	\$ -	
Total Interdepartmental Transfer Fund	\$ 390,852.00	\$ 347,325.00	\$ (43,527.00)	-11.1%
Grand Total	\$ 4,651,117.00	\$ 4,679,033.00	\$ 27,916.00	0.6%

**State of Vermont
FY2027 Governor's Recommended Budget
Rollup Report**

**Organization: 2170010000 - Criminal Justice Council
Sec No: B.221
BU: 02170**

Budget Object Group: 1. PERSONAL SERVICES

Budget Object Rollup Name	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Salaries and Wages	1,078,915	1,318,980	1,318,980	1,500,130	181,150	13.7%
Fringe Benefits	713,084	938,731	938,731	1,007,408	68,677	7.3%
Contracted & 3rd Party Service	673,070	128,682	428,682	180,938	52,256	40.6%
Per Diem & Other Pers Services	3,904	122,121	122,121	2,691	-119,430	-97.8%
Budget Object Group Total: 1. PERSONAL SERVICES	2,468,973	2,508,514	2,808,514	2,691,167	182,653	7.3%

Budget Object Group: 2. OPERATING

Budget Object Rollup Name	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	FY2027 Governor's Recommended to FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Equipment	4,049	3,656	3,656	2,403	-1,253	-34.3%
IT/Telecom Services and Equipment	233,179	245,181	245,181	223,842	-21,339	-8.7%
IT Repair and Maintenance Services	4,650	4,697	4,697	4,603	-94	-2.0%
Other Operating Expenses	3,186	4,109	4,109	3,097	-1,012	-24.6%
Other Rental	25,876	26,306	26,306	26,590	284	1.1%
Other Purchased Services	153,895	176,185	176,185	147,546	-28,639	-16.3%
Property & Maintenance	3,763	5,193	5,193	3,953	-1,240	-23.9%
Property Rental	901,694	1,119,574	1,119,574	1,024,133	-95,441	-8.5%
Supplies	399,278	452,275	452,275	452,358	83	0.0%
Travel	93,868	105,427	105,427	99,341	-6,086	-5.8%
Budget Object Group Total: 2. OPERATING	1,823,438	2,142,603	2,142,603	1,987,866	-154,737	-7.2%

Budget Object Group: 3. GRANTS

Budget Object Rollup Name	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Budget Object Group Total: 3. GRANTS	0	0	0	0	0	#DIV/0!

Total Expenditures	4,292,411	4,651,117	4,951,117	4,679,033	27,916	0.6%
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Fund Name	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
General Funds	3,952,059	4,260,265	4,560,265	4,331,708	71,443	1.7%
IDT Funds	340,353	390,852	390,852	347,325	-43,527	-11.1%
Funds Total	4,292,411	4,651,117	4,951,117	4,679,033	27,916	0.6%

Position Count	16.0
FTE Total	16.0

**State of Vermont
FY2027 Governor's Recommended Budget
Detail Report**

Organization: 2170010000 - Criminal Justice Council

Sec No: B.221

BU: 02170

Budget Object Group: 1. PERSONAL SERVICES

		FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Salaries and Wages	FY2025 Actuals					
Description						
500000 - Salaries	965,000	1,030,013	1,030,013	1,132,382	102,369	9.9%
500010 - Exempt	0	233,397	233,397	241,384	7,987	3.4%
500060 - Overtime	113,914	121,572	121,572	126,364	4,792	3.9%
508000 - Vacancy Turnover Savings	0	-66,002	-66,002	0	66,002	-100.0%
Total: Salaries and Wages	1,078,915	1,318,980	1,318,980	1,500,130	181,150	13.7%

		FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Fringe Benefits	FY2025 Actuals					
Description						
501000 - FICA	77,812	78,795	78,795	82,296	3,501	4.4%
501010 - FICA - Exempt	0	17,855	17,855	18,009	154	0.9%
501500 - Health Insurance	295,733	382,716	382,716	427,746	45,030	11.8%
501510 - Health Ins - Exempt	0	54,156	54,156	29,801	-24,355	-45.0%
502000 - Retirement	291,500	296,644	296,644	326,126	29,482	9.9%
502010 - Retirement - Exempt	0	56,943	56,943	69,519	12,576	22.1%
502500 - Dental Insurance	11,192	11,942	11,942	12,306	364	3.0%
502510 - Dental - Exempt	0	1,706	1,706	1,758	52	3.0%
503000 - Life Insurance	4,389	4,430	4,430	3,012	-1,418	-32.0%
503010 - Life Ins - Exempt	0	1,003	1,003	642	-361	-36.0%
503500 - Long Term Disability	425	730	730	319	-411	-56.3%
503510 - LTD - Exempt	0	392	392	406	14	3.6%
504000 - Employee Assistance Program	436	518	518	532	14	2.7%
504010 - EAP - Exempt	0	74	74	76	2	2.7%

504040 - VT Family & Medical Leave Ins	2,865	3,826	3,826	3,338	-488	-12.8%
504045 - Child Care Contribution Exp	4,102	4,535	4,535	6,046	1,511	33.3%
504530 - Employee Tuition Costs	1,150	0	0	0	0	0.0%
505200 - Workers Comp - Ins Premium	23,480	22,466	22,466	25,476	3,010	13.4%
Total: Fringe Benefits	713,084	938,731	938,731	1,007,408	68,677	7.3%

Contracted and 3rd Party Service	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
507200 - Contr & 3rd Party - Legal	2,641	22,856	22,856	2,693	-20,163	-88.2%
507300 - Contr&3rd Pty-Appr/Engineering	11,613	0	0	0	0	0.0%
507350 - Contr&3rd Pty-Educ & Training	344,399	78,398	78,398	82,059	3,661	4.7%
507500 - Contr&3rd Pty-Physical Health	195,834	3,427	3,427	75,000	71,573	2088.5%
507550 - Contract & 3rd Party-Info Tech	561	0	0	0	0	0.0%
507600 - Other Contr and 3rd Pty Serv	117,002	23,205	323,205	20,145	-3,060	-13.2%
507615 - Interpreters	856	628	628	873	245	39.0%
507620 - Recording & Other Fees	165	168	168	168	0	0.0%
Total: Contracted and 3rd Party Service	673,070	128,682	428,682	180,938	52,256	40.6%

PerDiem and Other Personal Services	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
505700 - Catamount Health Assessment	504	651	651	651	0	0.0%
506000 - Per Diem	3,400	6,470	6,470	2,040	-4,430	-68.5%
506200 - Other Pers Serv	0	115,000	115,000	0	-115,000	-100.0%
Total: PerDiem and Other Personal Services	3,904	122,121	122,121	2,691	-119,430	-97.8%

Total: 1. PERSONAL SERVICES	2,468,973	2,508,514	2,808,514	2,691,167	182,653	7.3%
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Budget Object Group: 2. OPERATING

Equipment	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
522700 - Furniture & Fixtures	4,049	3,656	3,656	2,403	-1,253	-34.3%

Total: Equipment	4,049	3,656	3,656	2,403	-1,253	-34.3%
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IT/Telecom Services and Equipment	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
516551 - Software-License-ApplicaSupprt	54,172	28,688	28,688	0	-28,688	-100.0%
516605 - ADS VOIP Exp	3,296	2,667	2,667	3,418	751	28.2%
516626 - Tele-Internet-DSL-Cable Modem	0	1,561	1,561	0	-1,561	-100.0%
516656 - Telecom-Paging Service	0	145	145	0	-145	-100.0%
516659 - Telecom-Wireless Phone Service	8,607	8,992	8,992	9,047	55	0.6%
516660 - ADS Service Level Agreement	29,626	32,873	32,873	6,755	-26,118	-79.5%
516671 - IT Inter Svc Cost-VISION/ISD	12,959	13,407	13,407	18,288	4,881	36.4%
516672 - IT Inter Svc Cost ADS Telephon	4,789	4,495	4,495	0	-4,495	-100.0%
516685 - IT Inter Svc ADS Allocated Fee	17,924	22,335	22,335	71,494	49,159	220.1%
519085 - Software as a Service	95,900	115,148	115,148	108,818	-6,330	-5.5%
522201 - Hardware-Computer Peripherals	1,132	2,772	2,772	1,155	-1,617	-58.3%
522216 - Hardware-Desktop & Laptop PCs	4,772	7,144	7,144	4,867	-2,277	-31.9%
522217 - Hardware-Printers,Copiers,Scan	0	1,628	1,628	0	-1,628	-100.0%
522273 - Hardware-Data Network	0	1,000	1,000	0	-1,000	-100.0%
522286 - Software - Desktop	0	2,326	2,326	0	-2,326	-100.0%
Total: IT/Telecom Services and Equipment	233,179	245,181	245,181	223,842	-21,339	-8.7%

IT Repair and Maintenance Services	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
513010 - Repair & Main-OfficeTechEquip	4,650	4,697	4,697	4,603	-94	-2.0%
Total: IT Repair and Maintenance Services	4,650	4,697	4,697	4,603	-94	-2.0%

Other Operating Expenses	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
523620 - Single Audit Allocation	977	828	828	853	25	3.0%
524000 - Bank Service Charges	9	0	0	0	0	0.0%
526110 - Admin Miscellaneous	2,200	3,281	3,281	2,244	-1,037	-31.6%

Total: Other Operating Expenses	3,186	4,109	4,109	3,097	-1,012	-24.6%
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Other Rental	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
514550 - Rental - Auto	22,584	24,478	24,478	23,350	-1,128	-4.6%
514650 - Rental - Office Equipment	3,172	1,828	1,828	3,240	1,412	77.2%
515000 - Rental - Other	120	0	0	0	0	0.0%
Total: Other Rental	25,876	26,306	26,306	26,590	284	1.1%

Other Purchased Services	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
516000 - Insurance other than Empl Bene	349	366	366	322	-44	-12.0%
516010 - Insurance - General Liability	8,504	8,341	8,341	8,710	369	4.4%
516020 - Insurance - Auto	308	311	311	314	3	1.0%
516500 - Dues	1,185	989	989	984	-5	-0.5%
516550 - Licenses	612	0	0	31	31	0.0%
516814 - Advertising - Web	2,229	0	0	2,274	2,274	0.0%
516870 - Trade Show & Events	77	533	533	79	-454	-85.2%
516875 - Photography	597	0	0	189	189	0.0%
517000 - Printing and Binding	2,828	8,701	8,701	2,930	-5,771	-66.3%
517005 - Printing & Binding-BGS Copy Ct	2,544	14,570	14,570	1,195	-13,375	-91.8%
517100 - Registration for Meetings&Conf	13,593	40,209	40,209	10,714	-29,495	-73.4%
517200 - Postage	975	1,826	1,826	1,106	-720	-39.4%
517205 - Postage-BGS Postal Svcs Only	300	864	864	213	-651	-75.3%
517400 - Instate Conf, Meetings, Etc	41,182	0	0	42,845	42,845	0.0%
517500 - Outstate Conf, Meetings, Etc.	1,350	11,322	11,322	1,405	-9,917	-87.6%
519000 - Other Purchased Services	2,340	9,814	9,814	2,387	-7,427	-75.7%
519005 - Agency Fee	23,406	27,581	27,581	28,408	827	3.0%
519006 - Human Resources Services	23,019	14,358	14,358	15,619	1,261	8.8%
519015 - Laundry Service	27,899	27,537	27,537	27,209	-328	-1.2%
519160 - Emergency Response Services	600	8,472	8,472	612	-7,860	-92.8%
519170 - Medical & Lab Services	0	391	391	0	-391	-100.0%
Total: Other Purchased Services	153,895	176,185	176,185	147,546	-28,639	-16.3%

		FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Property and Maintenance	FY2025 Actuals					
Description						
510220 - Recycling	323	314	314	481	167	53.2%
513200 - Other Repair & Maint Serv	3,440	4,879	4,879	3,472	-1,407	-28.8%
Total: Property and Maintenance	3,763	5,193	5,193	3,953	-1,240	-23.9%

		FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Property Rental	FY2025 Actuals					
Description						
515010 - Fee For Space Charge	901,694	1,119,574	1,119,574	1024133	-95,441	-8.5%
Total: Property Rental	901,694	1,119,574	1,119,574	1,024,133	-95,441	-8.5%

		FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Supplies	FY2025 Actuals					
Description						
520000 - Office Supplies	4,948	7,287	7,287	5,381	-1,906	-26.2%
520005 - Forms	2,563	2,142	2,142	2,613	471	22.0%
520015 - Stationery & Envelopes	114	0	0	117	117	0.0%
520100 - Vehicle & Equipment Supplies	633	0	0	645	645	0.0%
520110 - Gasoline	2,190	2,392	2,392	2,541	149	6.2%
520220 - Small Tools	25	0	0	0	0	0.0%
520500 - Other General Supplies	8,496	16,797	16,797	8,740	-8,057	-48.0%
520501 - Ammunition, New, All Types	9,833	34,515	34,515	34,515	0	0.0%
520510 - IT & Data Processing Supplies	1,014	0	0	0	0	0.0%
520520 - Cloth & Clothing	2,610	6,558	6,558	2,750	-3,808	-58.1%
520540 - Educational Supplies	0	1,503	1,503	0	-1,503	-100.0%
520550 - Electronic	73	0	0	0	0	0.0%
520700 - Food	361,935	367,101	367,101	389,783	22,682	6.2%
521320 - Propane Gas	1,949	2,061	2,061	1,985	-76	-3.7%
521500 - Books&Periodicals-Library/Educ	274	316	316	279	-37	-11.7%
521510 - Subscriptions	1,044	2,169	2,169	1,759	-410	-18.9%
521800 - Household, Facility&Lab Suppl	0	1,168	1,168	0	-1,168	-100.0%
521810 - Medical and Lab Supplies	1,577	8,266	8,266	1,250	-7,016	-84.9%
Total: Supplies	399,278	452,275	452,275	452,358	83	0.0%

Travel	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
518000 - Travel-Inst-Auto Mileage-Emp	1,393	1,075	1,075	1,447	372	34.6%
518010 - Travel-Inst-Other Transp-Emp	0	196	196	2,662	2,466	1258.2%
518020 - Travel-Inst-Meals-Emp	2,559	2,248	2,248	0	-2,248	-100.0%
518040 - Travel-Inst-Incidentals-Emp	48	0	0	0	0	0.0%
518300 - Travl-Inst-Auto Mileage-Nonemp	3,717	1,315	1,315	3,884	2,569	195.4%
518310 - Travel-Inst-Other Trans-Nonemp	210	0	0	3,802	3,802	0.0%
518320 - Travel-Inst-Meals-Nonemp	4,223	3,543	3,543	4,434	891	25.1%
518330 - Travel-Inst-Lodging-Nonemp	2,514	1,820	1,820	3,843	2,023	111.2%
518340 - Travel-Inst-Incidentals-Nonemp	0	0	0	575	575	0.0%
518350 - All Inclusive Conf-Inst-Nonemp	0	204	204	0	-204	-100.0%
518500 - Travel-Outst-Auto Mileage-Emp	696	192	192	891	699	364.1%
518510 - Travel-Outst-Other Trans-Emp	1,021	5,895	5,895	1,606	-4,289	-72.8%
518520 - Travel-Outst-Meals-Emp	3,580	3,616	3,616	3,644	28	0.8%
518530 - Travel-Outst-Lodging-Emp	4,987	38,587	38,587	3,789	-34,798	-90.2%
518540 - Travel-Outst-Incidentals-Emp	152	112	112	385	273	243.8%
518550 - All Inclusive Conf-Outst-Emp	0	3,672	3,672	0	-3,672	-100.0%
518700 - Trav-Outst-AutoMileage-Nonemp	1,441	952	952	1,441	489	51.4%
518710 - Trvl-Outst-Other Trans-Nonemp	36,900	14,002	14,002	38,349	24,347	173.9%
518720 - Travel-Outst-Meals-Nonemp	5,934	5,924	5,924	6,159	235	4.0%
518730 - Travel-Outst-Lodging-Nonemp	23,016	19,838	19,838	20,894	1,056	5.3%
518740 - Trvl-Outst-Incidentals-Nonemp	1,477	2,236	2,236	1,536	-700	-31.3%
Total: Travel	93,868	105,427	105,427	99,341	-6,086	-5.8%
Total: 2. OPERATING	1,823,438	2,142,603	2,142,603	1,987,866	-154,737	-7.2%

Budget Object Group: 3. GRANTS

Grants Rollup	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
Total: Grants Rollup	0	0	0	0	0	0.0%
Total: 3. GRANTS	0	0	0	0	0	0.0%
Total Expenditures	4,292,411	4,651,117	4,951,117	4,679,033	27,916	0.6%

Fund Name	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
General Funds	3,952,059	4,260,265	4,560,265	4,331,708	71,443	1.7%
IDT Funds	340,353	390,852	390,852	347,325	-43,527	-11.1%
Funds Total	4,292,411	4,651,117	4,951,117	4,679,033	27,916	0.6%

Position Count	16.0
FTE Total	16.0

**State of Vermont
FY2027 Governor's Recommended Budget
Position Summary Report**

Organization: 2170010000 - Criminal Justice Council

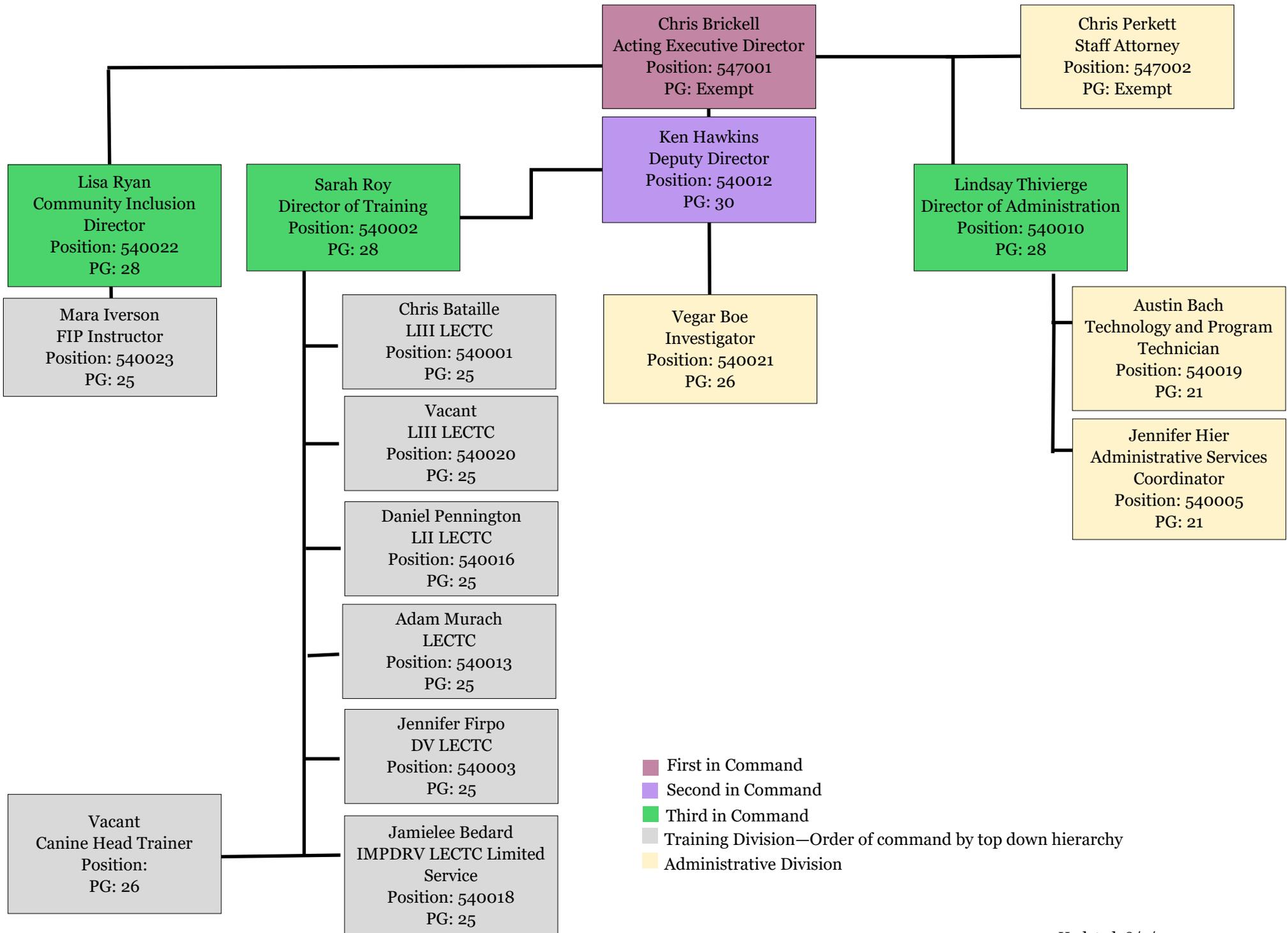
Sec No: B.221

BU: 02170

Position Number	Classification	FTE	Count	Gross Salary	State Benefits	Federally Mandated	Total
540010	[074500] Admin & Compliance Directo	1	1	\$111,247	\$75,130	\$7,883	\$194,260
540012	[074600] Deputy Director VCJC	1	1	\$116,501	\$65,721	\$8,457	\$190,679
540021	[074605] VCJC Investigator	1	1	\$74,318	\$63,822	\$5,059	\$143,199
540005	[089220] Administrative Svcs Cord I	1	1	\$73,258	\$63,903	\$5,604	\$142,765
540019	[465800] Technology & Program Tech	1	1	\$57,221	\$32,914	\$4,149	\$94,284
540001	[513205] Law Enf Cert & Training Coord	1	1	\$77,022	\$64,619	\$5,892	\$147,533
540003	[513205] Law Enf Cert & Training Coord	1	1	\$82,410	\$40,440	\$6,077	\$128,927
540013	[513205] Law Enf Cert & Training Coord	1	1	\$67,392	\$61,778	\$4,528	\$133,698
540016	[513205] Law Enf Cert & Training Coord	1	1	\$74,651	\$53,022	\$5,255	\$132,928
540018	[513205] Law Enf Cert & Training Coord	1	1	\$82,410	\$66,515	\$5,677	\$154,602
540020	[513205] Law Enf Cert & Training Coord	1	1	\$67,392	\$52,394	\$5,155	\$124,941
540002	[680000] Training & Curriculum Dev Dir	1	1	\$97,094	\$61,267	\$7,428	\$165,789
540022	[680005] Community Inclusion Director	1	1	\$84,074	\$40,625	\$6,204	\$130,903
540023	[680010] Fair&Impartial Policing Instr	1	1	\$67,392	\$35,703	\$4,928	\$108,023
547001	[95010E] Executive Director	1	1	\$137,509	\$72,033	\$10,063	\$219,605
547002	[95869E] Staff Attorney IV	1	1	\$103,875	\$31,741	\$7,946	\$143,562
Total		16	16	\$1,373,766	\$881,627	\$100,305	\$2,355,698

Fund #	Fund Name	FTE	Count	Gross Salary	State Benefits	Federally Mandated	Total
10000	10000 - General Fund	15	15	\$1,291,356	\$815,112	\$94,628	\$2,201,096
21500	21500 - Inter-Unit Transfers Fund	1	1	\$82,410	\$66,515	\$5,677	\$154,602
Total		16	16	\$1,373,766	\$881,627	\$100,305	\$2,355,698

VERMONT CRIMINAL JUSTICE COUNCIL/VERMONT POLICE ACADEMY



- First in Command
- Second in Command
- Third in Command
- Training Division—Order of command by top down hierarchy
- Administrative Division

**State of Vermont
 FY2027 Governor's Recommended Budget
 Interdepartmental Transfers Inventory Report**

Organization: 2170010000 - Criminal Justice Council

Sec No: B.221

BU: 02170

Fund Name	Sending Org	Sending Org Sec No.	Justification	Budget Request Amount
21500 - Inter-Unit Transfers Fund	8100001100 - Transportation - Program Development	B.903	MOU between Criminal Justice Council and AOT for the Impaired Driver Grant	\$347,325
Total				\$347,325

Fund Name	Budget Request Amount
21500 - Inter-Unit Transfers Fund	\$347,325
Total	\$347,325

Criminal Justice Council Narrative

Department/Program Description

Description of Department: The Vermont Criminal Justice Council (VCJC) oversees the operations of the Vermont Police Academy (VPA) and the Vermont Police Canine Training Program.

The VPA operates two Level III (full time basic) classes each year, consisting of a total of seventeen weeks and a one-week post-basic training for those graduates without prior certification in CEW (taser) and ALERRT (Active shooter response), etc. The VPA also operates three Level II (part time) certification schools each year. The Level II program consists of three Phases. Phase I consists of 120 hours of basic training and contains classroom, scenario and physical portions. Phase II is a minimum of 50 hours of additional classroom training and Phase III requires 120 hours of on the job, supervised training. While Phase II and III are being completed, the officer must work under the direction of a fully certified police officer. The VCJC certifies approximately 60 Level II officers and 70-80 Level III officers each year plus approximately five waiver students from other states.

The Vermont Police Canine Program currently consists of 13 certified teams from various departments including Vermont State Police, municipal police, Sheriff's deputies, Fish and Wildlife wardens, and Department of Motor Vehicle inspectors. These teams are required to train each month and demonstrate their skills during a proficiency test each year. They are trained in one or more of the following areas: patrol, tracking, drug detection, GSR/Firearms detection and remains detection.

The VCJC cooperates with various community organizations by offering the facility for student seminars, recreation events, and leadership classes. Additionally, the VPA houses youth programs geared to a future in law enforcement and/or firefighting.

Appropriations, Programs: The VCJC is funded through the general fund and interdepartmental transfers (sub-grants). In addition, federal, state, county, and local departments are donating nearly a half million dollars in time and adjunct faculty.

The VCJC is the recipient of additional sub-grants (interdepartmental transfer) funding in the area of impaired driving.

The VPA works closely with all police agencies in the state in areas of recruiting and retention as well as providing audiovisual programs the recruiters can use away from their department. Every month, agencies send police officer applicants to the Academy to complete an entrance exam, psychological inventory, and fitness test as part of their

Criminal Justice Council Narrative

screening/hiring process. The Level III basic training program consists of intense educational, physical, and mental training to prepare students for their new level of responsibility in the community. The Level II program, consisting of a minimum of 190 hours is also offered. There is no cost passed on to agencies for basic or mandatory training as required by law. All other training is delivered at cost.

The agencies that the Academy serves are continuing to request alternative methods of training. This includes distance-learning modalities and regional training offerings. These alternatives are expensive and time consuming, requiring investment in the areas of information technology and related equipment.

Goals/Objectives/Performance Measures

"The mission of the Vermont Criminal Justice Council is to enhance public safety of the citizens we serve and promote law enforcement excellence by establishing policies, certification standards, training, and resources that embrace best practices in criminal justice."

The Vermont Criminal Justice Council offers modern training based on identified best practices to all police officers in the State of Vermont. The VCJC also provides technical assistance to communities, counties, and state agencies. To that end, the VCJC, through the Vermont Police Academy, conducts Level III basic training, Level II basic training, and in-service training designed to allow officers to achieve and maintain certification in the State of Vermont. The Academy assesses competency of new officers through academic testing, hands-on minimum acceptable performance standards and scenario-based evaluation. Additionally, the Vermont Police Academy holds canine training and certification, and dispatcher training, high risk patrol techniques, advanced firearms and use of force training.