



VCJC – Vermont Criminal Justice Council

Vermont Criminal Justice Council Overview 2025





What is the Vermont Criminal Justice Council ?

VCJC

- Reformed and created in 2020, the Vermont Criminal Justice Council went from a 12-member Council to a 24-member Council
- New Council membership added citizen and stakeholder seats to add diversity to membership and provide additional guidance and oversight
- The Council promotes the health, safety, and welfare of the public
- Council creation and purpose: [Vermont Laws](#) (T20 VSA § 2351)



VCJC Membership: Law Enforcement Centered

Law enforcement membership of the Council:

Commissioner of Public Safety

Commissioner of Corrections

Commissioner of Motor Vehicles

Commissioner of Fish & Wildlife

Attorney General

Executive Director of Dept. Of States Attorneys and Sheriffs

Vermont Troopers Association

Vermont Chiefs Association

Vermont Sheriffs Association

Vermont Police Association

Vermont State Employees Association



VCJC Membership: Stakeholders

Stakeholder membership of the Council:

Commissioner of Mental Health

Office of Racial Equity

Vermont League of Cities and Towns appointee

Vermont Center for Crime Victim Services appointee

Human Rights Commission appointee

Vermont Network Against Domestic and Sexual Violence appointee

Seven (7) Public members appointed by the Governor

One member shall be a mental health crisis worker

One member with a lived experience of a mental health condition or psychiatric disability

Two members representing different branches of the NAACP



Council Powers and Duties

- The Council shall adopt rules with respect to:
- Approval and revocation thereof, of law enforcement training schools and off-site training programs, which shall include rules to identify and implement alternate routes to certification aside from training provided at the Vermont Police Academy
- Minimum qualifications for instructors at approved law enforcement training schools and off-site training programs
- The contents and application of the Law Enforcement Officers' Code of Conduct
- [Vermont Laws](#) (T20 VSA § 2355)



Council Rules Working Group

- Council assigned working group was created to develop new rules in 2021
- New rules were approved in August of 2024
- Additional Rule changes were implemented and approved in January of 2025



Council Rules

Council Rules

- Approve law enforcement training schools and off-site training programs to include rules to identify and implement alternate routes to certification
- Minimum qualifications for instructors
- Categories or classifications of advanced in-service training programs and minimum courses of study and attendance requirements with respect to those categories or classifications
- Recertification of persons who have not been employed as a law enforcement officer for 3 years
- Contents and application of law enforcement officers' Code of Conduct
- Advanced Roadside Impaired Driving Enforcement training programs and requirements for Levels I, II, and III law enforcement certification
- [Administrative Procedures – Proposed Filing](#) (Full text)



Council Progress

Last year's progress towards Council goals:

- Creation of Law Enforcement Officers' Code of Conduct
- Rules committee discussion of ARIDE training and rulemaking process
- The creation of a Level I certification course (in progress scheduled for delivery in 2026)
- Curriculum review and revision (in year 2, re-writing well underway)
- Entrance testing committee work (review for Council on 2/5/25)
- Completion of Rulemaking process. Effective February 2, 2025
- Completed update of statewide Fair and Impartial Policing policy



Important Highlights for Legislative Committees

- Curriculum review and re-write: Possible by legislative and Governor support to meet best practices, training defensibility, and show competencies.
- Legislative Support by both House Committee on Government Operations and Military Affairs, and Senate Committee Government Operations for reframing of Category B offenses of Unprofessional Conduct, and allowing Council to create a Code of Conduct.
- Support for Code of conduct to be created and placed into the rulemaking process. Allows for flexibility for change, provides safeguards for process change, and allows for greater transparency and accountability
- Support for training standards (ARIDE) to be placed into rule and removed from statute. Allows for greater delivery of training to those with pre-requisite training



Vermont Criminal Justice Council vs. Vermont Police Academy

- VCJC is statutorily created – 24 members, volunteer with small stipend, oversight and direction of the Executive Director
- VCJC membership is represented by law enforcement practitioners along with stakeholder groups with an interest in the delivery of law enforcement training
- VCJC is the membership body responsible for unprofessional conduct complaints by creating procedures for review of complaints, committee review with assistance of legal counsel, the hearing body, and in cases of adjudication, the sanctioning body.
- VCJC meets quarterly by statute. Council meetings are scheduled monthly, with secondary meeting dates monthly for the processing of unprofessional conduct complaints
- VCJC currently has 12 working subcommittees to meet rule and legislative mandates



Vermont Criminal Justice Council vs Vermont Police Academy

The Vermont Police Academy (VPA)

VPA responsible for delivery of level III (full time) basic academy. 2 classes per year, 17 weeks in duration

VPA delivers level II training 3 times per year, a 3 phase process

VPA delivers or coordinates in service training, state mandated policy training, off site training.

VPA has a staff of 14 which includes legal, investigative, inclusion programs, training, administrative

VPA is the sole entity responsible for the certification of 1400 + law enforcement officers



Vermont Police Academy Staff

- The Vermont Police Academy is the sole location of certification of all 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 Academy provides training 52 weeks a year to all state, 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 provides standardized training that all law enforcement officers receive for basic training in order to be certified. Academy staff are also responsible for the coordination and tracking of in-service training



VPA Ongoing Initiatives

- Curriculum Review – Year 2
- Acadis – Record Management System for compliance and tracking – year 2
- Officer Wellness – O2X (readiness and PT training assistance)
- Crisis Intervention
- 30X30 Initiative – Hosting Women’s Leadership Institute, IACP
- Canine Accountability Program, newly adopted standards for certification