



Vermont Criminal Justice Council

Budgetary Requests

Canine Head Trainer – Staffing Request – Position cost of \$114,247.00 (PG 25 S2) or funding of \$300,000.00 to contract for 2 years.

The VCJC Law Enforcement Curriculum and Training Coordinator (LECTC) In-Service position has remained vacant since 2021. The duties of the position were redistributed among other LECTC positions, including the staff member who provided statewide canine certification to Vermont canine teams. After his retirement in 2023, the LECTC position was filled, though the Canine program no longer had a LECTC assigned causing a major interruption to existing canine teams throughout Vermont.

As a result, the VCJC engaged The Gerlicher Group to conduct a comprehensive analysis of the Canine Program and provide recommendations for its future direction. Based on their report, we gained valuable insight into how best to move forward and what changes should be implemented. One key recommendation was the establishment of two dedicated positions to fully meet the Canine Program's training and certification needs. Understanding this was a large ask, and to keep the statewide certification needs of the canine program continuing, we secured a one-year contract with a Head Trainer to conduct two certification schools in 2024. This contract has been renewed until December 2025 at a cost of \$150,000.00.

Our ask is for a dedicated Canine Training position at a cost of \$114,247.00 (PG 25 S2). Without a position we would request one time funding of \$300,000.00 to continue the program through contracting for 2 years for stability of the program.

Athletic Trainer – Staffing Request

Position cost of \$104,417.00 (PG 23 S2) or \$200,000.00 contracting cost for 1 year.

Recent changes at the Council level have expanded the applicant pool for law enforcement, including adjustments to the Academy's physical fitness entrance standards. While these updates promote accessibility, the Physical Training (PT) program remains rigorous to ensure officer and public safety. As a result, we've observed growing disparities in fitness levels, leading to increased injuries—often due to muscle overuse and insufficient physical preparedness.

Concerning trends such as Rhabdomyolysis—a potentially fatal condition—and the broader mental health crisis affecting law enforcement, prompted a search for solutions to support recruit



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wellness. In 2024, we utilized carryforward funds to contract with O2X, embedding a full-time physical trainer in the Academy. This trainer tailors fitness programs to individual recruits, helping them progress toward exit standards while managing overuse injuries with alternative exercises that allow continued participation.

This support has improved academic outcomes by reducing medical-related absences and has also decreased internal healthcare costs. Beyond physical training, O2X offers recruits access to mental health resources, nutritional guidance, sleep education, and long-term wellness tools.

Preliminary Workman's Compensation data shows that injuries spiked after the entrance standard change. Since embedding the trainer, recruit injuries and program exits have significantly decreased—with only one departure due to a pre-existing condition.

We expect continued reductions in costs to municipalities and the State, including fewer Workman's Comp claims and less overtime from recruit injury fallout. Currently, just two Academy staff manage 40–50 recruits, including all physical, academic, and mental health concerns. An authorized, full-time Athletic Trainer would ease that burden while ensuring safe, successful officer development. This position is critical to sustaining improved fitness levels, reducing injuries, and promoting long-term wellness in Vermont's law enforcement workforce.

Workman's Comp Data Municipalities – Total Cost Annually

| | |
|-------------|--------------------|
| 2019 | \$8,012.99 |
| 2020 | \$3,606.79 |
| 2021 | \$18,659.50 |
| 2022 | \$14,786.40 |
| 2023 | \$67,242.53 |

***For 2023 there is an estimated \$219,792.17 in future expenses pending.*

Workman's Comp Data State

Total Cost from 2019-2023 \$406,098.29



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\$632,359K Breakdown

| | | |
|-----------|--|--------------------|
| 1 | LEO Vehicles (x3) for training | \$135,000 |
| | Three vehicles equipped with law enforcement gear for training of Level III officers and the proposed new driving programs in Level I and Level II training. The current vehicles are used in regular training, staff use, and scenario based training. This request is for 3 vehicles to be purchased with police packages. Two of these vehicles would replace current leases the VCJC has with BGS fleet. | |
| 2 | Tactical vests for Instructors | \$2,800.00 |
| | Four bullet proof vests as replacements for Firearms instructors on the range during training and qualifications. | |
| 3 | Safety Ear Covers for Firearms Instructors (6) | \$6,500.00 |
| | Six headsets for instructors to protect hearing integrity for instructors on the range to reduce the risk of hearing impairment with mic capabilities to allow instructor communication back from the line of fire and students. | |
| 4 | Red man suits (4) | \$11,600.00 |
| | Four replacement suits worn by Use of Force Instructors and recruits in training to protect each other from bodily injury. | |
| 5 | Reflective safety vests replacement (44) | \$2,332.00 |
| | Forty-four branded replacement vests for high visibility needs during outdoor activities such as running. | |
| 6 | Taser Training Device | \$5,100.00 |
| | Most agencies and municipalities have upgraded to new CEW devices. The VCJC requires a Taser 10 device for training purposes This includes one Taser 10 2 live cartridges and 10 training cartridges, 2 magazines, as well as the interactive training armor. | |
| 7 | Inbody scanner | \$22,000.00 |
| | One scanner utilized to build a recruit profile of body composition to assist in the development of individual nutrition plans and workout strategies. | |
| 8 | Digital Radios | \$17,600.00 |
| | 44 radios to upgrade with a digital and analog function to ensure recruits are trained on current radios in the field. | |
| 9 | Audio for gym | \$35,000.00 |
| | To allow for the proper audio acoustics for current events held in the gym. This would also allow use of the gym as an instructional space in the event that a larger space is needed such as what was identified during the pandemic. Audio wiring, moveable screens, audio panel, mics. | |
| 10 | VR Headsets for Training (public awareness campaigns (4) | \$15,000.00 |
| | Four virtual headsets for scenario based training. These could be utilized by Level I and II recruits, they could also be utilized during public awareness campaigns or community events to experience law enforcement scenarios. | |



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| 11 | Branded training gear including outdoor gear for EVOC, Patrol Pro, and Firearms | \$10,000.00 |
| | Twelve sets of branded winter jackets, hats, and gloves for outdoor training. These trainings last for 8 hours a day up to 2 weeks at a time during the winter months this is to ensure they are properly dressed for inclement weather. Branded uniform sets for staff (15) to include shirt, jacket, pant, shoes. | |
| 12 | Ipads with keyboards - Level II and Testing | \$15,000.00 |
| | 44 additional ipads both as a maintenance cycle and for Entrance Testing and Level II training and their corresponding keyboards. | |
| 13 | Ipad Charging Cart | \$3,082.00 |
| | With the increase of need for additional ipads both as a maintenance cycle and for Entrance Testing and Level II training, one charging cart is needed for the devices. | |
| 14 | TV Screens for Classroom (3) | \$2,500.00 |
| | Three TV screens to be utilized for visibility in the classroom to engage students and provide support for instructors. | |
| 15 | Marketing/Promo Items | \$75,000.00 |
| | Marketing items for distribution at events, distribution at conferences, and items for the Council to increase brand awareness and connect with communities. | |
| 16 | Outdoor and indoor signage rebrand - wayfinding | \$100,000.00 |
| | The rebranding of the VCJTC that occurred in 2021 did not come with funding to change existing signage and rebrand. Exterior signage for the VCJC is confusing and limited. We share the campus with Fire and VSP but often spend 15% of the time redirecting packages, students, interviewees, and other visitors. Interior signage and wayfinding could also be improved to reduce stress of recruits in navigating and sending visitors/instructors to the appropriate classroom. | |
| 17 | Auto follow camera and mount - Training cameras for scenario building | \$5,500.00 |
| | Three auto-follow cameras would be utilized in the scenario building to capture live scenario training for after action review to ensure recruits are retaining coaching m remediation, and initial instruction. | |
| 18 | Camera Equipment | \$8,000.00 |
| | One camera and three lenses as well as lighting equipment to be used for marketing and capturing training clips in an effort to build awareness on Vermont law enforcement training. | |
| 19 | Commercial Dishwasher | \$65,000.00 |
| | The current Hobart dishwasher has been in place since 2014 and due to build up of sediment and wear over time we are having to pay maintenance fees frequently. | |



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| 20 | Salad Bar, single serve refrigerator, and food processor | \$24,545.00 |
| | Refrigerated salad bar to ensure safe and nutritious meal selections. The single serve refrigerator is to store refrigerated products on accessible counter space, and the 5QT Food processor is to increase efficiencies for the kitchen staff. | |
| 21 | Weapons locker upgrades | \$6,700.00 |
| | Two Cabinets for easy identification and safe storage of inventory. | |
| 22 | Office and classroom Furniture | \$50,000.00 |
| | As part of a maintenance cycle for classroom furniture to ensure we have a safe and comfortable learning environment. 25 chairs and 12 tables. | |
| 23 | Fit bits for officer wellness (44) | \$4,500.00 |
| | 44 Fit bits to be utilized in the residential academy to allow recruits to retain a high level of fitness during the training program and monitor their own results. | |
| 24 | Pipe and Drape Kit for Graduations | \$9,600.00 |
| | We have rented pipe and drape each year for graduation and events that require community use of the gym such as Rec Basketball. The pipe and Drape are in place to remove gym equipment from sight for safety and liability purposes. A long term sustainable solution is to purchase the Pipe and Drape. | |
| | | \$ 632,359.00 |