

Julie Hance

From: Leslie Thorsen <lesliethorsen@gmail.com>
Sent: Wednesday, July 7, 2021 9:13 AM
To: Julie Hance; Heather Chase
Subject: Re: Good morning

and number 8!

8) No state policies exist for a holding cell. Who is placed in there, why for how long etc. An oversight committee could play a key role here

On Wed, Jul 7, 2021 at 9:01 AM Leslie Thorsen <lesliethorsen@gmail.com> wrote:

Hi, Julie and Heather,

Since I am working tonight I am unable to attend the meeting. In reading of the last minutes I would like to give some input on the citizen oversight committee for the CPD.

- 1) The VLCT did an extensive review back in 2013. Perhaps we could hire a consultant to track what is reported and what is not. That, is one of the issues here with the use of force not being reported in the Jacobs case. Specifically what is being reported is the issue that is most important for transparency. Why not hone in on that?
- 2) Moving forward with an oversight committee should not wait for that process, they could occur simultaneously.
- 3) There is no reason to wait for all of the policy and procedures to be gone through before we start a citizen oversight committee. The citizen oversight committee as part of their work should go through the policy and procedures with the CPD. I saw a lot of alarming language and vagueness in the policy's we have. For real oversight the committee should have input in these policies. Bennington's oversight committee does just that. They go through the policies and discuss them. That way all the stakeholders have input in the process.
- 4) The complaint form must be electronic and have an electronic footprint. People who have a complaint against the CPD are not going to feel comfortable coming to the town office and handing it to the chief. Also, some people may not own a working printer. Our complaint process should be transparent and trackable.
- 5) Complaints could be addressed to the oversight committee. That is what other towns do and the committee decides in conjunction with the PD the seriousness of the complaint.
- 6) The current policies for the CPD have no disciplinary measures for misconduct or not reporting important issues like use of force, or if an officer receives multiple complaints there is no discipline. I read the Burlington police union contract and for failure to act etc the officers lose vacation time and work days without pay as a consequence for misconduct. If an officer does not follow policy repeatedly they are terminated.
- 7) There are no performance evaluation policies. . The chief has 3 unfilled out/partially filled out performance evaluations. They are not signed by anyone, and there are no current goals or future goals filled in. We do not need to pay for an assessment when these glaring issues of no performance reviews for our chief, and likewise for the other officers. Instead of rewriting policies, make one for this!

Finally, because there are no disciplinary measures in our policy we have an officer working here who should be terminated. Officer Frank has a history of use of force, and if you took the time to read the case, the type of thinking he employs is militaristic and very us vs them.

Julie would you be able to read 1-7 for me as a citizen comment to be placed on the record?

Thanks for all that you do!
Leslie