

REPORT OF THE ATTORNEY GENERAL
REGARDING LAW ENFORCEMENT MENTAL HEALTH TRAININGS
PURSUANT TO ACT NO. 80 OF THE 2003 – 2004 GENERAL ASSEMBLY

2010

INTRODUCTION

This Report is required by Act. No. 80 of the 2003 – 2004 General Assembly which appropriated to the Office of Attorney General funds to establish a training program for law enforcement officers in their interactions with persons exhibiting mental health conditions. Pursuant to Act No. 80 the Report shall provide a progress report as to the expenditure of the funds and the status of the training effort. The Report shall be submitted to the Secretary of Administration and the House and Senate Committees on Appropriations. This is the fifth legislative Report on this topic.

LEGISLATIVE AUTHORITY

Pursuant to Act No. 80. of the 2003-2004 General Assembly, the Attorney General's Office was assigned the following responsibilities and appropriation:

NO. 80. AN ACT RELATING TO FISCAL YEAR 2004 BUDGET ADJUSTMENTS

Sec. 57. Protection to persons and property - Attorney general

(a) Of the above general fund appropriation, \$50,000.00 is appropriated to the office of the attorney general to establish a training program for selected law enforcement officers to assist them, during the performance of their duties, in their interactions with persons exhibiting mental health conditions.

(1) The office of the attorney general shall, in consultation with the Vermont coalition for disability rights and other organizations, design and implement this training program.

(2) By January 15 of each year and until funds are fully expended, the attorney general shall submit to the secretary of administration and the house and senate committees on appropriations a report summarizing how the funds have been used and how the trainings have progressed.

(3) Unexpended funds shall be carried forward and used for the purpose of this subsection in future years

ACTIONS TAKEN

In response to Act No. 80, the Attorney General's Office (AGO) initially consulted with the Vermont Criminal Justice Training Council (VCJTC), the Vermont Coalition for Disability Rights (VCDR) and the Vermont Division of Mental Health. These groups created the Act 80 Advisory Group to design and implement the training program. The Act 80 Advisory Group represents a multi-disciplinary group that includes state employees, law enforcement, non-profit organizations, mental health professionals,

advocates and members of the public.¹ We recognize and honor each partner's unique and valuable expertise and contribution to this training partnership.

The Advisory Group met four times over the last year and the meetings are coordinated by the Attorney General's Office. A copy of the members of the Act 80 Advisory Group is attached as Appendix A.

The Act 80 Advisory Group identified the need for a full time Project Coordinator in 2004 and VCJTC offered the services of a staff person. The Committee agreed to have the VCJTC staff person serve as the Project Coordinator for the designated trainings. The specific roles and responsibilities of the AGO and VCJTC are detailed in a Memorandum of Understanding between the parties and the relevant portion of the Memorandum is attached as Appendix B.

The Act 80 Advisory Group also created a Curriculum Committee, which was charged with the task of drafting the training curriculum, and designing and implementing the training plan. The members of the original Curriculum Committee are listed as Appendix C. This Committee completed the curriculum in 2006 and trainings commenced in May of that year. Since that time, the Curriculum Committee has not met. The Act 80 Group wants to thank these committee members for their critical contribution to these trainings.

The curriculum for the six-hour basic awareness training was finalized and the class called "Interacting with People Experiencing a Mental Health Crisis" was offered starting in May of 2006 through 2009 to a variety of officers, dispatchers and students. The class will continue to be offered in 2010.² "Interacting with People Experiencing a Mental Health Crisis" has become part of the VCJTC's standard in-service course offerings. We will continue to solicit feedback from officers who have taken the course to assess how this training affects their work on a long-term basis. VCJTC is committed to continuing these trainings as long as there is a need.

The goal of the Act 80 Group is to train every law enforcement officer in Vermont. By the end of 2008, we have trained 785 law enforcement officers and 20 dispatchers statewide. Out of the 72 law enforcement departments in Vermont, 67 departments have sent officers to the training, which reflects 93% of the Departments in the State. Importantly, the numbers of officers trained has steadily increased since 2006. Currently we have trained 45% of Vermont's law enforcement officers statewide up from 30% as reflected in our 2008 Report. We are encouraged by the growing number of attendees

¹ The Act 80 Advisory Group includes the following partners: Agency for Human Services; ACLU-VT; Barrier Free Justice- VT; Burlington Police Department; Counterpoint; Department of Public Safety; Green Mountain Self-Advocates; Healthcare and Rehabilitation Services of Southeastern Vermont (HCRS); Members of the public; NAMI-VT; Office of Attorney General; Office of the Public Defender; Vermont Center for Crime Victim Services; Vermont Coalition for Disability Rights; Vermont Criminal Justice Training Council; Vermont Department of Corrections; Vermont Department of Mental Health; Vermont Department of Disability Aging and Independent Living; Vermont Federation of Families for Children's Mental Health; Vermont Human Rights Commission; Vermont Legal Aid; Vermont Protection and Advocacy; and Washington County Mental Health.

² The training brochure is attached as APPENDIX D.

and Departments. More details regarding the attendees and Departments can be found pages 6 through 7 and in Appendix E.

The \$50,000.00 was committed to support the Act No. 80 law enforcement mental health trainings. VCJTC was able to access additional federal grant monies which enabled the Project Coordinator to work full time on the trainings through 2007. Unfortunately, the federal grant allocation is gone and the Project Coordinator is now working part-time on the Act 80 trainings along with her other training responsibilities.

Of the \$50,000.00, approximately \$1,500.00 remains and will be spent on the remaining trainings, making a training DVD, and exploring the option of an on-line class in order to reach those officers who have not been able to attend the offered classes. The goal continues to be to make the trainings accessible to all law enforcement personnel across the state. The Attorney General's Office received authorization to carry the balance of the amount forward in order for it to be used for the actual implementation of the training programs.

ACT 80 GROUP RECOMMENDATIONS

Once the Act 80 funds are depleted, which is anticipated in 2010, a remaining challenge is to find resources to continue to make the Act 80 trainings available to all law enforcement personnel. In addition, the Act 80 group and the VCJTC are very willing to collaborate with other state agencies, such as the Agency of Human Services, to adapt and expand the existing curriculum to meet their training needs. We are also hopeful that we will be able to collaborate with the AHS Criminal Justice Capable (CJC) Core Team in the future.

In addition to our law enforcement training work, the Act 80 Group researched other promising practices nationally and locally. Also, we took testimony from local mental health providers and law enforcement officers who are jointly very concerned with the frequency and severity of mental health emergencies they are seeing in their communities. Some of these agencies are responding to multiple incidents on a daily basis. All parties are concerned that the community social service systems are overburdened, under funded and struggling to meet the needs of Vermonters at both the low and high end of needs. Law enforcement and advocates both acknowledged the dire need for well funded wrap around services and a coordinated crisis response.

Importantly, officers who have attended the trainings have alerted us to the fact that the current lack of referral services and mental health screeners in the community is undermining the goal of the Act 80 Trainings. The police note that screeners are very helpful if they are able to respond in the field and without that resource police often have no choice but to transport a person to a medical facility and wait with them until a screener is available. We view the lack of community resources as a public health and safety issue that needs to be addressed comprehensively. It is noted that law enforcement officers often deal with a crossover population of substance abuse and

mental health issues and, without accessible community screeners and facilities, the response options are very limited. The Act 80 Committee is concerned with the proposed mental health cuts and the new configuration of the public inebriation statute which will limit community based response options even further. It is critical, if we are to meet the goals of Act 80, that we maintain the community based services we have in place and build on them.

We make the following recommendations regarding the adoption and expansion of promising practices in Vermont that hopefully will provide an effective community response to these critical issues statewide.

Crisis Intervention Team Program

The Act 80 Advisory Group supports the development of a Crisis Intervention Team (CIT) program, which would include an initial 40-hour, advanced level of training. The CIT program is based on CIT training models from around the country that would be tailored to meet the needs of rural Vermont. Officers who complete this training would be available to assist in cases involving individuals in crisis. The Act 80 Group respectfully requests that the Vermont Legislature consider funding a statewide CIT program or at a minimum a pilot CIT project in one county.

Police Social Worker Program

The Act 80 Advisory Group continues to support the expansion of the promising Police Social Worker Program affiliated with HealthCare and Rehabilitation Services of Southeastern Vermont (HCRS) and Howard Center for Human Services.

In southern Vermont, HCRS' Police Social Worker Program has expanded its Bellow Falls model to Brattleboro and Springfield and the program is an important asset to those communities. The focus of the Police Social Worker's activities is defined collaboratively by the needs in the community and the local Police Department. The Police Social Worker supports, monitors, assesses, and provides follow-up at critical intercept points to individuals with mental health, co-occurring substance abuse issues, and developmental disabilities, who are referred by law enforcement and community providers. Staff work side-by-side with police officers to help interrupt the cycle of serious family, personal, and criminal problems, reduce recidivism of the mentally ill, and increase their access to health care and basic needs. In the past year, Police Social Workers' responsibilities have varied from assistance with death notifications, and providing aid after a residential fire to working with elders, juveniles, and families. In 2009, the Police Social Workers served 408 individuals who came in contact with law enforcement in their community. The police social worker projects are supported by a patchwork of community funding from the United Way, the individual towns, the Department of Mental Health, AHS Field Services, HCRS, and foundation grants.

In the north, the Burlington Police Department and the Howard Center are adding two police social workers to assist law enforcement with street population responses and folks with mental health issues.

The Act 80 Advisory Group concludes that all Vermont communities would benefit from having resources such as a CIT program and the police social worker program. We urge the legislature to explore funding and implementation strategies to establish and expand these programs and particularly to consider how smaller communities could work together to establish regional resources (e.g., collaborating at the county level, Public Safety District, or AHS District). We urge the Legislature to continue supporting the Act 80 Group's training work and to consider supporting these other initiatives.

TRAINING PLAN

The goal of the Act 80 project is to improve police officers' competency in responding to people with mental illness by providing high quality, comprehensive, affordable and convenient training.

OBJECTIVES

1. Identify specific training needs.
2. Develop a comprehensive curriculum.
3. Offer affordable and convenient training to all police officers in Vermont.
4. Establish a model training program that becomes part of the VCJTC standard in-service course offerings.

1. Identify specific training needs

Training needs were determined by the training needs assessment conducted during the first year of this project and under the guidance of the Act 80 Advisory Group comprised of major stakeholders. The training goals identified are detailed in the next section.

2. Develop a Comprehensive Curriculum

A six-hour awareness level training program was developed. It was created to meet the following training goals:

- To increase officers' awareness of issues regarding interaction with people who have psychiatric and/or developmental disabilities.
- To provide officers with tools to assist them in de-escalating people in crisis. The following issues are emphasized:

- Maximize officer and civilian safety,
 - Increase the officer's effectiveness,
 - Increase the officer's professionalism, and
 - Decrease civilian complaints and civil liability issues.
- Recognizing that persons with disabilities are more likely to be the victims of crime and that their credibility is sometimes questioned solely based on their disability, this training increases officers' awareness of the issues of stereotypes and stigma. Verbal and non-verbal communication skills are stressed (demonstrating active listening skills; being clear and concise; thinking of alternative ways to communicate with people who may have temporary or permanent cognitive difficulty; etc.).
- To also train officers on:
 - Mental health conditions/disorders,
 - Recognition of a disability,
 - Basic Vermont laws related to treatment and voluntary and involuntary hospitalization procedures.
 - Americans with Disabilities Act of 1990,
 - The roles of the mental health system and the police, and
 - State and local resources.

The leaders of this project felt strongly that stakeholders with a wide array of perspectives should participate and that individuals who have been diagnosed with a psychiatric disability MUST be included in order for the training to be of the highest quality. Those individuals' perspectives on issues such as stereotypes, stigma, involuntary treatment and legal issues are invaluable.

3. Provide affordable and convenient training offered to all police officers in Vermont

Well over 750 Vermont Police Officers and 20 dispatchers have been trained as part of this project through the end of 2009. Out of the 72 law enforcement departments in Vermont, 67 departments have sent officers to the training, which reflects 93 % of the Departments in the State.

59% of the Vermont State Police officers have been trained, totaling over 211 officers. The Vermont Department of Fish & Wildlife has trained 62% of their wardens. Statewide, 36% of the Sheriff Department's personnel have been trained, which is a 20% increase from 2008. 36% of the local police department officers have been trained. The University of Vermont Police Services Agency has trained 79% of its employees.

Attached, as Appendix E, is a statewide chart of the training attendees. Notably, the following agencies or departments have trained 50% of their staff or more: Burlington

Police: 99%; Brattleboro Police: 84%; Montpelier Police: 84%; Vernon Police: 75%; Springfield Police: 71%; Dover Police: 71%; Lyndonville Police: 67%; Rutland County Sheriff's Dept.: 66%; St. Albans Police: 64%; Windham County Sheriff's Dept.: 58%; Hartford Police: 57%; Northfield Police: 57%; Caledonia County Sheriff's Dept.: 56 %; Waterbury Police: 56%; Grand Isle County Sheriff's Dept.: 53%; Washington County Sheriff's Dept.: 50%; Milton Police: 50%; Hardwick Police: 50%; Wilmington Police: 63%.

It should be noted that fluctuations in percentages are expected from year to year due to attrition.

Trainings have been held at various locations around the state, free of charge, to make them as affordable and convenient as possible.³ Four in-service sessions were offered in 2009 in addition to two sessions in the Basic Academy. As planned, we have continued to offer training in geographic areas that are in need of this course for agencies that we have not yet reached.

The Vermont Criminal Justice Training Council (VCJTC) offered a 40-hour training entitled "Basic Crisis Negotiations" in September of 2009 in collaboration with the State Police Hostage Negotiations Unit and others. Twenty officers attended from various police agencies around the State.

In 2010, the Act 80 Group will also be exploring the possibility of an on-line training course and a training DVD in an effort to reach those who have not been able to attend one of the standard offerings. Separately, but related to this project, the VCJTC will be offering on-line training on the ADA and response to people with disabilities and interacting with people who have Autism.

This project led to the expansion of the Vermont Basic Academy (for new police officers) course on mental illness from two hours to eight hours! This is a significant adjustment to the Basic Academy curriculum and will be sustained by the VCJTC.

The Act 80 Advisory Group and the Curriculum Committee are very appreciative of the support and commitment expressed by VCJTC and the law enforcement community to these critical trainings.

PERFORMANCE EVALUATION MEASURES

Pre-test and post-test measures continue to be given to each student to assess knowledge of important concepts gained during the course. These tests act as a quality control measure, enabling us to look for items that students are consistently getting wrong so we can adjust our curriculum to give those topics more time if needed.

³ Locations for trainings have included: Brattleboro; Burlington; Colchester; Fairlee; Manchester; Montpelier; Pittsford; Putney; Rutland; St. Albans; St. Johnsbury; South Royalton; Stowe; Waterbury; and White River Junction.

Other feedback:

Course evaluations have continued to be positive. The involvement of Peer Education Program Staff from Washington County Mental Health Services has been very well received. The Staff present for 15 – 20 minutes on their experience with mental illness and how it has impacted their lives, any positive or negative experience they have had with police, suggestions for how to have the most positive interactions and also answer any questions that students have. We are tremendously grateful for their participation!

Finally, a January 2010 incident demonstrates the importance and value of this training. A local police department responded to an individual in crisis who was straddling the railing of a bridge over a river. The local officers assisted this individual and convinced the person to climb back to safety. All four officers on the scene attended the Act 80 Trainings and the police negotiator attended the VCJTC Crisis Negotiation class. Because of their training and professionalism, the officers were able to assure the person's safety and then help the individual connect to local health services.

CONCLUSION

One of the Act 80 Advisory Group's goals is to institutionalize the law enforcement trainings so that they will be sustained when the allocated Act 80 funds are depleted. We are in the process of meeting this goal regarding basic awareness training given the VCJTC's commitment to increase the hours of training for new officers and to include the basic awareness training in the regular service training and the examination process. In addition, the number of existing officers trained is steadily increasing.

A remaining challenge is to find resources to:

- continue and expand the Act 80 trainings,
- commence specialized CIT programs statewide, and
- expand the police social worker program.

Law Enforcement personnel and advocates have both identified an urgent need for these resources in Vermont communities statewide. We urge the General Assembly to consider funding these initiatives.

The Office of the Attorney General is honored to have this opportunity to administer these critical trainings and funds. We welcome advice from the administration, the Legislature and the public on the development and implementation of these trainings. We are inspired by the goals accomplished and encourage the Legislature to support the continuation and expansion of this critical work.

APPENDIX A

Act 80 Advisory Group

Amy S. FitzGerald
Assistant Attorney General
Criminal Division
Attorney General's Office
109 State Street
Montpelier, VT 05609
afitzgerald@atg.state.vt.us

828-5520

Robert Appel
Human Rights Commission
14-16 Baldwin Street
Montpelier, VT 05620-3301
robert.appel@state.vt.us

828-2482

Walter Decker
Burlington Police Department
1 North Ave.
Burlington, VT 05401
wdecker@bpdvt.org

658-2705 x156

Anne Donahue
148 Donahue Drive
Northfield, VT 05663
counterp@tds.net

485-6431

Nick Emlen
Vermont Council of Developmental and Mental Health Services
137 Elm Street
Montpelier, VT 05602
nick@vtcouncil.org

223-1773

Chief Anthony Facos
Montpelier Police Department
1 Pitkin Court
Montpelier, VT 05602
afacos@montpelier-vt.org

223-3445

Allen Gilbert
Executive Director
ACLU-VT
137 Elm Street
Montpelier, VT 05602 223-6304
agilbert@acluvt.org

Green Mountain Self-Advocates
73 Main Street
Suite 401
Montpelier, VT 05602
gmsa@sover.net

Kathy Holsopple
Vermont. Federation of Families
for Children's
Mental Health (VFFCMH)
PO Box 507
Waterbury, VT 05676 241-1955
kholsoople@vffcmh.org

Kathi Johnson-Turnbaugh
27 Carrigan Road
Moretown, VT 05660 496-4147
kathleenJt@gmavt.net

George Karabakakis
HealthCare and Rehabilitation Services of Southeastern Vermont
390 River Street
Springfield, VT 05156 886-4567 ext 2135
gkarabak@hcrs.org

Jack McCullough
PO Box 540
Vermont Legal Aid
Montpelier, VT 05676-0540 241-3222
JmcCullough@vtlegalaid.org

Cindy Maguire
Chief, Criminal Division
Attorney General's Office
109 State Street
Montpelier, VT 05609 828-5512
cmaguire@atg.state.vt.us

Alice Maynard
Department of Mental Health
Wasson Hall
103 South Main Street
Waterbury, VT 05676-2510 241-4028
alice.maynard@ahs.state.vt.us

Mary Moulton
Director Emergency Services
Washington County Mental Health
marym@wcmhs.org

NAMI-VT (NOTE: No Executive Director as of 1/1/2010)
132 S. Main Street
Waterbury, VT 05676 244-1396
namivt1@verizon.net

Nick Nichols 241-4007
Department of Mental Health
Wasson Hall
103 South Main Street
Waterbury, VT 05676-2510
nick.nichols@vdh.state.vt.us

Laurie Pontbriand 223-6328
Washington County Mental Health
LaurieP@WCMHS.org

AJ Ruben
Disability Rights Vermont
141 Main Street
Suite 7
Montpelier, VT 05601 229-1355 ext 103
aj@disabilityrightsvt.org

Michael Sabourin
PO Box 92
Danville, VT 05828 426-2133
mothvet@yahoo.com

Anna Saxman
Office of Defender General
14 Baldwin Street
Montpelier, VT 05633 828-3168
asaxman@defgen.state.vt.us

Cindy Taylor-Patch
Vermont Criminal Justice Training Council
317 Sanatorium Rd.
Pittsford, VT 05763 483-6228
cindy.taylor@state.vt.us

Position Eliminated
Agency of Human Services
Department of Disability Aging and Independent Living
Division of Disability and Aging Services
103 South Main Street
Waterbury, VT 05671 241-3175

Unable to attend as no staff currently
Vermont Coalition for Disability Rights
73 Main St. Room 402
Montpelier, VT 05602 223-6140
vcdcr@sover.net

Laura Ziegler
PO Box 164
Plainfield, VT 05667
zieweed@yahoo.com

APPENDIX B

Specific Roles and Responsibilities

AG: The AG will coordinate and administer the Act 80 Advisory Committee and oversee the Curriculum Committee and the training curriculum. The AG will coordinate and assist VCJTC with the planning, administration and presentation of the trainings. The AG will make available the \$50,000 appropriated to the AG by Act No. 80 to the VCJTC to support the work of the staff person designated as the Project Coordinator. By January 15th of each year and until the funds are expended, the AG will submit to the secretary of administration and the House and Senate committees on appropriations a report summarizing how the funds have been used and how the trainings have progressed.

VCJTC: VCJTC will designate a VCJTC staff person to be the Project Coordinator of the law enforcement mental health trainings. The VCJTC will oversee the Curriculum Committee and draft the curriculum for the trainings. VCJTC will work with the Act 80 Advisory Committee to adopt the curriculum and plan the trainings. VCJTC will work with the AG to administer and present the trainings. VCJTC will provide quarterly updates to the AG in order to provide information for the annual Legislative Report.

APPENDIX C

Act 80 Original Curriculum Committee

Sherry Burnette, Ph.D.
AHS Trauma Coordinator (NOTE: Position has since been eliminated)
State of Vermont
Agency of Human Services
103 South Main Street
Waterbury, VT 05671 241-4576
sherryb@wpgate1.ahs.state.vt.us

Jocelyn Hard
Victim Advocate
Disability Rights Vermont
141 Main Street
Suite 7
Montpelier, VT 05601 229-1355
jocelyn@disabilityrightsvt.org

Larry Lewack (NOTE: No Executive Director as of January 2010)
Executive Director,
NAMI-VT
132 S. Main Street
Waterbury, VT 05676 244-1396
namivt1@verizon.net

Alice Maynard
Department of Mental Health
Wasson Hall
103 South Main Street
Waterbury, VT 05676-2510 241-4028
amaynard@vdh.state.vt.us

Mary Moulton
Director Emergency Services
Washington County Mental Health
marym@wcmhs.org

Bill Newhall
Another Way
PO Box 264
Montpelier, VT 05601

Laurie Pontbriand 223-6328
Washington County Mental Health
LaurieP@WCMHS.org

AJ Ruben
Disability Rights Vermont
141 Main Street
Suite 7
Montpelier, VT 05602 229-1355, ext. 103
aj@disabilityrightsvt.org

Michael Sabourin
PO Box 92
Danville, VT 05828 426-2133
mothvet@yahoo.com

Cindy Taylor-Patch, MA
Training & Curriculum Development Coordinator
Vermont Criminal Justice Training Council
317 Sanatorium Rd.
Pittsford, VT 05763 483-6228 ext.31
cindy.taylor@state.vt.us

Lianne Tuomey, Captain
University of Vermont
Police Services

Laura Ziegler
PO Box 164
Plainfield, VT 05667
ziweed@yahoo.com

APPENDIX D

Training Brochure

Interacting with People Experiencing a Mental Health Crisis

Length of course: 1 Day (6.5 hours)

Course hours: 0900 – 1530

Dates/Locations

May 9, 2006 – VT Police Academy, Pittsford

July 12, 2006 – Franklin Conference Center, Rutland, VT

July 27, 2006 – Quality Inn & Suites, Brattleboro, VT

August 17, 2006 – Comfort Inn, St. Johnsbury, VT

October 12, 2006 – Manchester Public Safety Building, Training Room, Manchester, VT

October 30, 2006 – Franklin Conference Center, Rutland, VT

November 30, 2006 – Comfort Suites, White River Junction, VT

January 12, 2007 VT Fish and Wildlife Annual Training (open to other agencies), Colchester, VT

January 19, 2007 VT Fish and Wildlife Annual Training (open to other agencies), Colchester, VT

February 8, 2007 Burlington Police Dept.'s Annual Training (open to other agencies), Colchester, VT

May 9, 2007 Vermont Police Academy, Pittsford

March 7, 2007 Burlington Police Dept.'s Annual Training (open to other agencies), Colchester, VT

March 23, 2007 VT Police Academy, Pittsford

December 13, 2007 South Royalton Vermont State Police Barracks

February 14, 2008 Lake Morey Inn and Resort, Fairlee

May 2008 Spring Basic Academy and Spring Basic Dispatch Academy, Vermont Police Academy, Pittsford

June 24, 2008 Best Western, Waterbury/Stowe

September 2008 Fall Basic Academy and Fall Basic Dispatch Academy, Vermont Police Academy, Pittsford

October 8, 2008 Vermont Police Academy In-Service, Pittsford

December 13, 2008 – Royalton State Police Barracks

June 8, 2009 - Vermont Police Academy

September 30, 2009 - VSP-St. Albans

October 16, 2009 - Putney Fire Station

December 7, 2009 - Washington County Sheriff's Department

Tuition: FREE - Continental breakfast and lunch included for all attendees

Registration: Contact the Vermont Police Academy at 802-483-6228. Standard in-service training application required. Questions? Contact TC Cindy Taylor-Patch.

Minimum Number to hold class: 12

Maximum number in class: 35

Taught by experienced police officers and professionals from the disability services field, this course will cover a variety of issues surrounding this sometimes controversial topic. Experts from many state & community agencies and advocates collaborated with VT officers to develop a curriculum that covers some basic ways to recognize a psychiatric or developmental disability and suggestions for positive ways to respond. Our main purpose for offering this training is to promote officer safety and the safety of all others involved. Other topics to be discussed include suicide risk factors, self-harming behaviors (ex. "cutting"), relevant laws & legal issues, stigma, resources and treatment options, and most importantly, de-escalation and communication skills. Officers will gain the skills needed to professionally and effectively interact with people in crisis.

APPENDIX E

This data includes only those officers who are currently active.			
AGENCY	Total # Trained	Total # of Full- and Part-time Employees	%
Addison CSD	3	20	15%
Bennington CSD	3	40	8%
Caledonia CSD	10	18	56%
Chittenden CSD	9	28	32%
Essex CSD	5	12	42%
Franklin CSD	15	48	31%
Grand Isle CSD	8	15	53%
Lamoille CSD	9	26	35%
Orange CSD	7	31	23%
Orleans CSD	5	23	22%
Rutland CSD	25	38	66%
Washington CSD	22	44	50%
Windham CSD	26	45	58%
Windsor CSD	2	18	11%
Barre City PD	10	44	23%
Barre Town PD	5	18	28%
Bellows Falls PD	5	18	28%
Bennington PD	4	29	14%
Berlin PD	3	11	27%
Bradford PD	0	1	0%
Brandon PD	3	10	30%
Brattleboro PD	21	25	84%
Brighton PD	2	4	50%
Bristol PD	0	7	0%
Burlington PD	97	98	99%
Castleton PD	0	8	0%
Chester PD	2	8	25%
Colchester PD	4	28	14%
Dover PD	5	7	71%
Essex PD	10	29	34%

Fair Haven PD	2	16	13%
Hardwick PD	3	6	50%
Hartford PD	13	23	57%
Hinesburg PD	2	5	40%
Ludlow PD	2	6	33%
Lyndonville PD	2	3	67%
Manchester PD	4	13	31%
Middlebury PD	8	20	40%
Milton PD	8	16	50%
Montpelier PD	16	19	84%
Morristown PD	4	11	36%
Newport PD	4	20	20%
Northfield PD	4	7	57%
Norwich PD	1	6	17%
Randolph PD	3	8	38%
Richmond PD	1	6	17%
Rutland City PD	16	39	41%
St. Albans PD	14	22	64%
St. Johnsbury PD	7	16	44%
Shelburne PD	3	22	14%
South Burling. PD	17	40	43%
Springfield PD	12	17	71%
Stowe PD	2	22	9%
Swanton PD	0	9	0%
Thetford PD	2	7	29%
UVM Police	19	24	79%
Vergennes PD	1	11	9%
Vernon PD	3	4	75%
Wallingford-Town	1	1	100%
Waterbury PD	5	9	56%
Weathersfield PD	1	3	33%
Williston PD	7	20	35%
Wilmington PD	5	8	63%
Windsor PD	3	16	19%
Winhall PD	4	13	31%

Winooski PD	5	27	19%
Woodstock PD	4	12	33%
VT F&W	38	61	62%
VT DMV- Enforcement	3	33	9%
VT DLC	2	18	11%
VT AG	1	5	20%
VT SOS	0	5	0%
VSP	211	357	59%
Capital Police	3	5	60%
	785	1762	45%

Key: CSD = County Sheriff's Dept.; P.D. = Police Dept.