

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

2012

## 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 final 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

## ACT 80 GROUP RECOMMENDATIONS

**Priority #1: Provide training funds to Vermont Criminal Justice Training Council to (a) continue Act 80 trainings and develop an evaluation of the existing curriculum, (b) offer advanced Act 80 trainings and (c) explore a crisis intervention team (CIT) pilot.**

**Priority #2: Foster police social worker programs.**

### **Priority #3: Require training on electronic control devices.**

<b>ACTIONS TAKEN</b>
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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.<sup>1</sup> We recognize and honor each partner's unique and valuable expertise and contribution to this training partnership and thank them for their dedication to this effort over the last eight years.

The Advisory Group meetings are coordinated by the Attorney General's Office and a list 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 the Curriculum 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...<sup>2</sup> "Interacting with People Experiencing a Mental Health Crisis" has

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<sup>1</sup> 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.

<sup>2</sup> The training brochure is attached as APPENDIX D.

become part of the VCJTC's standard in-service course offerings. 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 2011, we have trained over 780 law enforcement officers and 20 dispatchers statewide. Out of the 76 law enforcement departments in Vermont, 68 departments have sent officers to the training, which reflects 90% of the departments in the State. Importantly, the numbers of officers trained has steadily increased since 2006, although the number this year stayed about the same as last year due to attrition of law enforcement officers. 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 and departments participating in the trainings. More details regarding the attendees and Departments can be found pages 9 through 11 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 on the Act 80 trainings along with the myriad of her other training responsibilities.

Of the \$50,000.00, approximately \$1,000.00 remains and will be spent on any remaining trainings. The goal continues to be making 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**

In addition to our law enforcement training work, the Act 80 Group researched other promising practices nationally and locally. 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 in their communities for which they are neither adequately trained or resourced. People in acute mental health crises often respond better to a mental health professional or a peer than a uniformed officer. Law enforcement and advocates both acknowledged the dire need for well funded wrap around services and a coordinated crisis response.

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.

**Priority #1: Provide training funds to Vermont Criminal Justice Training Council to continue Act 80 trainings, supplemental trainings and a crisis intervention team pilot.**

**The Act 80 group urges the legislature to allocate another \$50,000.00 to the VCTC to: 1. continue training all law enforcement officers; 2. enable the VCJTC to evaluate with advocates the existing curriculum; 3. develop advanced trainings based on this evaluation and to collaborate with other state agencies on additional training; and 4. explore a crisis intervention team (CIT) pilot program.**

The legislature's original \$50,000 allocation covered eight years and enabled Vermont to develop the curriculum and to train well over 780 active Vermont police officers and 20 dispatchers as part of this project through the end of 2011. Out of the 76 law enforcement departments in Vermont, 68 departments have sent officers to the training, which reflects 90% of the Departments in the State. In spite of this success, many officers still need to receive the basic training and law enforcement agencies are interested in receiving advanced training. In addition other state entities such as the AHS Criminal Justice Capable (CJC) Core Team and the Chief Justice's Tri – Branch Mental Health Committee have contacted the Act 80 group regarding our on-going trainings and the possibility of collaborating with us. The Act 80 group and the VCJTC are very willing to collaborate with other state agencies to adapt and expand the existing curriculum to meet their training needs.

Another opportunity for collaboration arose in the October 24, 2011 agreement by Vermont State Police (VSP) and Disability Rights Vermont regarding an incident where an electronic control device (ECD) was used on a person with disabilities. In the agreement, VSP indicates that it will revise its Vermont State Police electronic control device policy regarding interactions with folks with cognitive impairments. Part of this revision includes; "mandatory Interacting with People Experiencing a Mental Health Crisis training developed pursuant to Act 80 for all Vermont State Police sworn members using a taser, with a subsequent two-year recertification in the Act 80 training."

The Act 80 Group welcomes the opportunity to continue training VSP officers and developing a refresher/update training for Vermont State Police that could also be delivered to all Vermont officers. Currently, 65% of the Vermont State Police have been trained totaling over 200 officers. By the end of 2011, 73% of VSP officers will have completed the Act 80 Training. Also, all newly trained and certified officers will receive the Act 80 training as part of their basic training.

In addition, in order to solicit feedback from officers who have taken the course to assess how this training affects their work on a long-term basis, we recommend that the legislature include funding to the VCJTC to evaluate with input from advocates, such as Disability Rights Vermont, the existing Act 80 training and curriculum and to use that information to develop the refresher and advanced training and to make the basic training more effective.

The Act 80 Advisory Group also 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.

Finally, an Act 80 Advisory Group member, Representative Anne Donahue, introduced a bill, H. 3 that requires law enforcement officers to complete the Act 80 training before they would be able to carry or use electronic control devices. The bill is pending in House Government Operations Committee.

The Act 80 Group notes that there are no Vermont mandated training requirements regarding electronic control device use. While the Act 80 curriculum discusses maximizing officer and civilian safety and de-escalation techniques, the curriculum does not currently address the deployment of electronic control devices. See, Training Plan below. The Act 80 Group welcomes the opportunity to discuss the interaction between the Act 80 curriculum and the use of electronic control devices with the House Government Operations Committee.

Given these recent developments, we urge the Legislature to continue supporting the Act 80 Group's training work financially by providing training dollars to the Vermont Criminal Justice Training Council for the continuation of the Act 80 basic awareness training and for supplemental and advanced trainings. We also urge the Legislature to support the CIT Initiative as part of this comprehensive approach to these critical issues in our community.

### **Priority #2: Police Social Worker Program**

**We urge the legislature to explore funding and implementation strategies to establish and expand police social worker programs and particularly to consider how smaller communities could work together to establish regional resources and explore promising practices (e.g., collaborating at the county level, Public Safety District, or AHS District).**

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 HowardCenter.

In southern Vermont, HCRS' Police Social Worker Program has expanded its Bellow Falls model to Brattleboro and Springfield. The program is deemed by many to be 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 issues around mental health, co-occurring substance abuse, and/or 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.

From January through October of 2011, HCRS police social workers served 567 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 HowardCenter added a police social worker to assist law enforcement with street population responses and folks with mental health issues. The Burlington Street Outreach Program hired a person to act as an interventionist to work with individuals who had historically required considerable health care services and criminal justice resources. The program demonstrated that timely and mobile social service intervention resulted in providing individuals with appropriate services and a decline in interactions with the police, the court system and the emergency room. These interventions resulted in cost savings and a more appropriate use of community resources. The funding for this project was from ARRA funds which have ended and the community is also involved in a private/public fund raising effort to maintain this successful and cost effective community resource.

The Act 80 Group also wants to note another community initiative at HCRS that works in conjunction with the police social worker program in Southern Vermont. In June 2010, HCRS opened Vermont's first Crisis Care Center in Springfield, Vermont. The CCC is located at a convenient site where individuals may be referred or self-referred to be assessed for behavioral and psychiatric issues. The care management team is made up primarily of crisis intervention specialists, who coordinate care with clinicians, families, school personnel, substance abuse services, homeless shelters, medical providers, and law enforcement and their liaisons which are Police Social Workers. The supports provided on site are trauma informed, person-centered, and well connected to the community resources that can safely reintegrate individuals into their community. The Crisis Care center has seen 148 clients since starting and has diverted 102 from emergency rooms and 89 clients were diverted from psychiatric hospitals. The example of the Southern Vermont Crisis Care Center illustrates how local communities when working with law enforcement can collaborate on a local level to address community issues.

The Act 80 Advisory Group concludes that all Vermont communities would benefit from having a police social worker program. We encourage the support of regional initiatives partnering law enforcement and health care providers to meet their community needs.

### **Priority #3: Require training on Electronic Control Device (ECD) Use**

The Act 80 Group notes that there are no Vermont mandated training requirements regarding electronic control device use.

Therefore, **the Act 80 Group recommends that a training be developed on ECD use with persons with cognitive impairments and in mental health distress.** While the Act 80 curriculum discusses maximizing officer and civilian safety and de-escalation techniques, the curriculum does not currently address the deployment of electronic control devices. See, Training Plan below.

As noted above, an Act 80 Advisory Group member, Representative Anne Donahue, introduced a bill, H. 3 that requires law enforcement officers to complete the Act 80 training before they would be authorized to carry or use electronic control devices. The bill is pending in the House Government Operations Committee. The Act 80 group welcomes the opportunity to discuss the interaction between the Act 80 curriculum and the use of electronic control devices.

**Additionally, the Act 80 Group recommends that all Vermont law enforcement agencies consider adopting the new protocol adopted in the Vermont State Police ECD policy regarding interactions with person with cognitive impairments (discussed above in Priority # 1).** The Group notes that Taser International, the manufacturer of most ECDs warns of the risks associated with using ECD on persons “in mental health distress”. The Group recognizes that these interactions are generally difficult and policy guidance would assist officers.<sup>3</sup>

**In addition, the Act 80 Group supports a statewide certification requirement for the use of Tasers,** just as there are certification requirements for the use of OC, pepper spray, and tear gas.

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<sup>3</sup> The Act 80 Group notes that VT municipalities are studying the issue of the use of ECDs and these studies and national studies and news reports can be found at: <http://www.montpelier-vt.org/story/556/Taser-Committee-Final-Report.html?id=ytSxmeyg> and [http://www.acluvt.org/issues/tasers/mont\\_taser\\_min\\_rpt.pdf](http://www.acluvt.org/issues/tasers/mont_taser_min_rpt.pdf) and <http://www.acluvt.org/issues/tasers/index.php>

## 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 high quality training that is affordable and convenient 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. These individuals' perspectives on issues such as stereotypes, stigma, involuntary treatment and legal issues are invaluable.

### **3. Provide high quality training that is affordable and convenient and offered to all police officers in Vermont**

Well over 780 active Vermont police officers and 20 dispatchers have been trained as part of this project through the end of 2011. Out of the 76 law enforcement departments in Vermont, 68 departments have sent officers to the training, which reflects 90 % of the Departments in the State. This includes the following:

- 73% of the VSP officers have been trained
- The Vermont Department of Fish & Wildlife has trained 64% of their wardens. Statewide
- 33% of the Sheriffs' Department's personnel have been trained.
- 45% of the local police department officers have been trained.
- The University of Vermont Police Services Agency has trained 70% 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: 100%; Brattleboro Police: 87%; Montpelier Police: 81%; Barre City Police: 74%; Dover Police: 71%; Berlin Police: 67%; Springfield Police: 63%; Rutland County Sheriff's Dept.: 61%; Capital Police: 60%; Wilmington Police: 56%; Washington County Sheriff's Dept.: 55%; Windham County Sheriff's Dept. 54%; Caledonia County Sheriff's Dept.: 50 %; Waterbury Police: 50%; Brandon Police: 50%; Brighton Police: 50%; Richmond Police: 50%; and Lyndonville Police: 50%. The Town of Canaan has one police officer and he has received the training so Canaan joins the 100% rank with Burlington!

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

Separately, but related to this project, 303 officers took the VCJTC on-line training on disability topics such as the American with Disabilities Act and response to people with disabilities and interacting with people who have Autism.

In addition to the Act 80 Training, VCJTC has also offered the following human relations related classes in 2010 through 2011 to the following officers statewide.

- Awareness of Cultural Diversity: 358 officers
- Policing Culturally Diverse Communities: 331 officers
- Awareness of Human Trafficking: 370 officers
- Responding to Human Trafficking: 120 Officers

Importantly, 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 that will be sustained by the VCJTC.

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

## **PERFORMANCE EVALUATION MEASURES**

Pre-test and post-test measures are 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.

### **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 the peer educators' participation and their perspective has been crucial to the success of these trainings.

## 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 fully depleted. We have met 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 and to collaborate with other interested stakeholders such as the Vermont State Police, AHS Criminal Justice Core Team and the Chief Justice's Tri-Branch Group;
- explore a crisis intervention team pilot program;
- expand the successful police social worker program;
- offer trainings on the use of electronic control devices.

The Act 80 members are inspired by the goals accomplished and encourage the Legislature to support the continuation and expansion of this critical work.

The Office of the Attorney General is honored to have had 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.

## **APPENDIX A**

### **Act 80 Advisory Group**

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## **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 15<sup>th</sup> 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**

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## **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**

5/9/06 VT Police Academy, **Pittsford**

7/12/06 Franklin Conference Center, **Rutland**

7/27/06 Quality Inn & Suites, **Brattleboro**

8/17/06 Comfort Inn, **St. Johnsbury**

10/12/06 Manchester Public Safety Building, Training Room, **Manchester**

10/30/06 Franklin Conference Center, **Rutland**

11/30/06 Comfort Suites, **White River Junction**

1/12/07 VT Fish and Wildlife Annual Training (open to other agencies), **Colchester**

1/19/07 VT Fish and Wildlife Annual Training (open to other agencies), **Colchester**

2/8/07 Burlington Police Dept.'s Annual Training (open to other agencies), **Colchester**

3/7/07 Burlington Police Dept.'s Annual Training (open to other agencies), **Colchester**

3/23/07 VT Police Academy, **Pittsford**

5/9/07 Vermont Police Academy, **Pittsford**

12/13/07 South Royalton Vermont State Police Barracks, **South Royalton**

2/14/08 Lake Morey Inn and Resort, **Fairlee**

5/ 2008 Spring Basic Academy and Spring Basic Dispatch Academy, Vermont Police Academy, **Pittsford**

6/24/08 Best Western, **Waterbury/Stowe**

9/2008 Fall Basic Academy and Fall Basic Dispatch Academy, Vermont Police Academy, **Pittsford**

10/8/08 Vermont Police Academy In-Service, **Pittsford**

12/13/08 Royalton State Police Barracks, **South Royalton**

6/8/09 Vermont Police Academy, **Pittsford**

9/30/09 VSP-St. Albans Barracks, **St. Albans**

10/16/09 Putney Fire Station, **Putney**

12/7/09 Washington County Sheriff's Department, **Montpelier**

4/21/10 Academy class, **Pittsford**

10/4/10 Barre City Police Department, **Barre**

10/25/10 Basic Academy class, **Pittsford**  
5/2/11 Basic Academy class, **Pittsford**  
11/2/11 Basic Academy class, **Pittsford**

**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**

**Key: CSD = County Sheriff's Dept.; DLC = Dept. of Liquor Control; P.D. = Police Dept.; VSP= Vermont State Police; SOS= Secretary of State.**

<b>AGENCY</b>	<b>Total # Trained</b>	<b>Total # of Full-time &amp; Part-time Employees</b>	<b>%</b>
Addison CSD	2	20	10%
Bennington CSD	4	41	10%
Caledonia CSD	8	16	50%
Chittenden CSD	9	29	31%
Essex CSD	5	11	45%
Franklin CSD	10	42	24%
Grand Isle CSD	6	17	35%
Lamoille CSD	6	27	22%
Orange CSD	7	32	22%
Orleans CSD	6	25	24%
Rutland CSD	23	38	61%
Washington CSD	22	40	55%
Windham CSD	21	39	54%
Windsor CSD	2	18	11%
Barre City PD	31	42	74%
Barre Town PD	7	17	41%
Bellows Falls PD	3	13	23%
Bennington PD	4	27	15%
Berlin PD	8	12	67%
Bradford PD	0	1	0%
Brandon PD	5	10	50%
Brattleboro PD	20	23	87%
Brighton PD	2	4	50%
Bristol PD	1	8	13%
Burlington PD	99	99	100%
Canaan PD	1	1	100%
Castleton PD	3	10	30%
Chester PD	1	8	13%
Colchester PD	4	27	15%
Dover PD	5	7	71%
Essex PD	12	29	41%

Fair Haven PD	4	16	25%
Hardwick PD	3	8	38%
Hartford PD	10	22	45%
Hinesburg PD	1	7	14%
Ludlow PD	1	7	14%
Lyndonville PD	2	4	50%
Manchester PD	5	14	36%
Middlebury PD	6	17	35%
Milton PD	8	17	47%
Montpelier PD	17	21	81%
Morristown PD	5	11	45%
Newport PD	5	21	24%
Northfield PD	5	10	50%
Norwich PD	2	7	29%
Pittsford PD	0	5	0%
Randolph PD	4	10	40%
Richmond PD	3	6	50%
Royalton PD	0	3	0%
Rutland City PD	13	38	34%
Rutland Town PD	0	2	0%
St. Albans PD	12	26	46%
St. Johnsbury PD	6	14	43%
Shelburne PD	4	23	17%
South Burling. PD	16	37	43%
Springfield PD	12	19	63%
Stowe PD	1	21	5%
Swanton PD	1	11	9%
Thetford PD	0	5	0%
UVM Police	14	20	70%
Vergennes PD	3	11	27%
Vernon PD	2	6	33%
Waterbury PD	5	10	50%
Weathersfield PD	1	4	25%
Williston PD	5	16	31%
Wilmington PD	5	9	56%
Windsor PD	4	16	25%
Winhall PD	4	13	31%
Winooski PD	6	24	25%
Woodstock PD	3	10	30%
VT F&W	35	55	64%

<b>VT DMV- Enforcement</b>	<b>4</b>	<b>27</b>	<b>15%</b>
<b>VT DLC</b>	<b>4</b>	<b>17</b>	<b>24%</b>
<b>VT AG</b>	<b>0</b>	<b>4</b>	<b>0%</b>
<b>VT SOS</b>	<b>0</b>	<b>5</b>	<b>0%</b>
<b>VSP</b>	<b>202</b>	<b>312</b>	<b>73%</b>
<b>Capital Police</b>	<b>3</b>	<b>5</b>	<b>60%</b>
	<b>781</b>	<b>1703</b>	<b>46%</b>