

RUTLAND TOWN SELECT BOARD COMMITTEE MEETING

POLICE COMMITTEE

MONDAY NOVEMBER 13th, 2023

The Police Committee of the Rutland Town Select Board met at 5:00 PM on Monday November 13th, 2023, at the Municipal Town Hall. Present was Select Board Chair Mary Ashcroft, Select Board Member Matt Getty, Town Police Chief Ed Dumas, and Town Deputy Police Chief Ted Washburn.

1. Discussed how to properly account for funds received from The Cortina Inn and cover related costs including benefit and vehicle costs.
 - a. There was a meeting with the Town auditor who gave some suggestions.
 - b. Expenses will be tracked on a percentage of time basis for the officers on patrol.
2. Discussed the budget for 2024 – 2025.
 - a. Extensive discussion on charges to overtime, which is being paid for largely by The Cortina Inn funds.
 - b. Reviewed the balance of the budget lines and discussed needs.
 - c. A more accurate number and representation for communications is needed.
 - d. A more accurate number and representation for equipment is needed.
 - e. Expenses will be budgeted for anticipated costs related to additional patrols. It is not known if and when an agreement will be reached with The Cortina Inn owners.
 - f. Discussed the feasibility of adding an additional officer and the related costs. There is a grant available we could apply for to help cover costs during the first 4 years.
 - g. Discussed the impact the initiatives will have on the tax rate factoring in the anticipated bond payments for the public safety building.
3. Discussed implementing the proposed department step program for FY 24 – 25.
 - a. The chart came from the State Police.
 - b. It defines annual compensation increases based on time on the job and training.
 - c. This program would be in addition to the compensation increases given by the Town.
 - d. The City Police have a 15-year step. Brandon and Castleton have them as well. They are all union departments.
 - e. Discussed what this could look like in the next several years if implemented.
 - f. No decisions were made.
4. Providing medical coverage after an officer retires prior to age 65.
 - a. With the VMERS category we are in, with 20 years of service, an employee is eligible for retirement at age 55.
 - b. Based on program rules, this scenario would only need to be used on a limited basis.

11/13/2023

- c. Discussed coordinating this benefit with a wellness program.
- 5. Discussed overtime calculations and how they relate to a possible comp time scenario. A comp time policy is under review, but not in effect.
- 6. Discussed succession planning within the department for leadership and admin positions.
 - a. The cost of new staff to train under current staff needs to be accounted for in future budgets.

The meeting adjourned at 6:45 PM.

Respectfully submitted, Bill Sweet