

RUTLAND TOWN SELECTBOARD POLICE COMMITTEE MEETING

JULY 16th , 2026

The Police Committee of the Rutland Town Selectboard met at 4:00 PM on Thursday July 17th, 2026, at the Municipal Town Hall. Present were Selectboard Chair Mary Ashcroft, Selectboard Member Matt Getty, Town Police Chief Ted Washburn, Town Deputy Police Chief Jimmy Plakas, and Town 2nd Constable John Paul Fagnant.

Reviewed town ordinances which pertain to the Police Department

- Chief Washburn and Deputy Chief Plakas reviewed them, made comments and gave that to the Board members.
- The Vehicle and Traffic Ordinance have some things which could be corrected.

Reviewed the inventory record list.

- Work has started on completing it.
- The list helps our insurance company with coverage so the more in depth the better.

Discussed the status of hiring for officer positions.

- Chief Washburn has received feedback from some of the people interested in our open positions asking about the compensation.
- The hiring panel is Chief Washburn, Deputy Chief Plakas and 2nd Constable Fagnant.
- Town 1st Constable Mike Delehanty is going to work full time for the City Police Department and said he did not consider the Town due to the pay rate.
- The City Police have been aggressively recruiting which has included reaching out to our officers. They are offering close to \$40 per hour. Our current rate in the new fiscal year is \$34.
- The State Police have also increased their recruiting efforts.
- A proposed pay scale was created and presented to the committee.
- Other departments are giving credit for years of service in considering starting rates.
- Discussed how and where our department recruits. A new candidate who has to attend the academy takes about 1 year to be ready to be on their own.
- Discussed how our personnel policy applies to the Police Department. A review is needed to ensure it is accurate and applies correctly.
- Chief Washburn is asking for these raises to be put into effect very soon and not wait.
- Discussed the SRO position. There are recommended qualifications and standards. Two candidates are schedule for interviews next week.
- Discussed using the Cortina money to cover the increased compensation request. No action was taken

Discussed the process to replace vehicles.

- The current vendor has not been able to meet timelines given for delivery for any of the purchases made.
- Discussed leasing to own versus outright purchase. The next vehicle is due to be replaced in 2028.
- Discussed the use of the depreciation account and if it is sufficient to cover vehicle costs. The rate needs to be reviewed to ensure it does.

Discussed the approval process for the committee minutes. The process for how the records used to create the minutes are handled will be reviewed.

Discussed an indemnity agreement the Board entered into with the Police Department. A copy could not be located at Town Hall. 2nd Constable Faignant showed the committee his copy.

Chief Washburn asked for an executive session to discuss a personnel matter. The committee entered executive session at 5:27PM. Upon leaving executive session with no action taken the meeting adjourned at 5:34 PM.

Respectfully submitted, Bill Sweet