



# FRANKLIN COUNTY **SHERIFF**

To the people that live, work and recreate in Franklin County, Vermont:

I wanted to share some notable accomplishments that have been made in the first nine (9) months of this administration's tenure, as well as share a summary of the vision for your Sheriff's Office. The items contained herein reflect the amazing work that our entire team puts forth on a daily basis and the great support we get from many entities.

To better categorize the many accomplishments we have made thus far, they have been categorized into five (5) main areas:

Retention and Recruiting,  
Partnership Continuance and Cultivation,  
Training and Development,  
Process Improvement, and  
Community Involvement.

Lastly, I will share a few of the many initiatives we expect to implement in the coming months.



## **RETENTION AND RECRUITING**

From day one, we have focused on retaining the exemplary personnel we have. Although we had some natural and necessary attrition early on, we were able to maintain the majority of our personnel and feel we have the right team going forward. We have recently hired a part-time patrol deputy and are in the process of onboarding a full-time deputy who will support the Patrol Division as well. Additionally, we have many more candidates that are in the hiring/screening process.

We continue to prioritize a positive and rewarding culture where our employees are supported, valued, empowered, recognized, developed, and are integrated into the direction of the organization.

Acknowledging achievement and advancement will always be important for this administration and we are fortunate to have many individuals that have been recognized thus far:

Chad Miles – Captain/Chief Deputy, Administration

Jacob Renning – Detective Sergeant, Support Services

Nicholas Palmier – Corporal, Patrol Division

Luigi Crea – Deputy First Class, Patrol Division

Nolan Viens – Deputy First Class, Patrol Division

Braeden Doud – Deputy First Class, Patrol Division

Daniel VanOrnum – Supervisor, Support Services

We have put a great deal of effort into ensuring that our Office remains competitive with the job market. We have significantly elevated compensation for all employees including increasing our supplemental staffing compensation rate by over 40%.

To ensure we have the best benefits possible, we have implemented a new insurance program that will provide employees with Life Insurance, Accidental Death & Dismemberment Insurance, and Critical Illness Insurance at no cost to the participants.

## **TRAINING AND DEVELOPMENT**

We have focused on training as a keystone to our growth and development and continue to make important investments in our personnel. We encourage our personnel to identify tangible and interesting training opportunities and have allocated funding to support this. We have also made significant investments in developing our own in-house instructors in the following areas:

Conducted Electrical Weapon (“Taser”)

BolaWrap Restraint Device

Firearms

Use of Force

CPR/First Aid

Oleoresin Capsicum (“pepper spray”)

CS Gas

Distractionary Device Use and Deployment

Less Lethal Munitions

Presidia Gel (OC alternative)

Special Response Tactics

## **PARTNERSHIP CONTINUANCE AND CULTIVATION**

The continuance of the partnerships we have and cultivating new partnerships is a vital component to our sustainability and growth. We have reaffirmed our commitments to the towns of Enosburg, Fairfax and Richford - towns that have been largely neglected in years past. We have renegotiated the terms of our partnership agreements with the Towns of St. Albans and Fairfax to capture the nature of our services more accurately and we have signed new police services agreements with the Towns of Sheldon and Franklin.

We have renewed partnerships with the Lake Carmi Camper's Association, Bellows Free Academy St. Albans Athletics Program, Vermont Dairy Festival/Enosburg Falls Lion's Club, and the St. Albans Rotary Home & Recreation Expo.

We have renewed our Vermont State contracts with the Agency of Human Services, the Department of Buildings & General Services and the Department of Forests, Parks and Recreation to ensure continuity of services for years to come.

We have initiated new partnerships with: Pinkerton, Star Fleet Trucking, Advanced Utilities, Handy Cars, Kubricky Construction, L&D Safety Marking Corporation, SD Ireland, St. Mary & Sons Transport, Transport Bellmare International and Vermont Electric Cooperative.

## **PROCESS IMPROVEMENT**

Improving the services we provide and the ways in which provide those services will continue to be a key focus for this Office. We continually explore new and creative ways to provide better services, reduce costs, leverage new technology, increase communications, increase transparency, and increase accountability.

We have rededicated our efforts to produce timely and useful reports for the towns we support as this was a commitment that was previously neglected in years past. We have also expanded the format and the data that is shared so that towns can make more informed decisions about the services they need.

The previous process for the public to request information needed improvement. As such, we have adopted a process that is similar to that of other law enforcement organizations. This process clearly defines the information that is available and the way that citizens can request public records. We have also developed an online process to facilitate this.

We made great improvements to providing timely press releases outward for important police matters in ways that don't needlessly or recklessly shame those accused of crimes.

We have made a significant investment in a new and innovative restraint device (BolaWrap) that will allow our deputies to restrain noncompliant individuals with a minimal amount of force.

We have acquired a new pepper spray alternative that is designed to be less harmful, more controllable, and has a much quicker decontamination process.

Another area that needed to be improved was in the policies by which our operations are governed. The existing policies were largely outdated and many needed immediate attention. We also realized that we were missing critical standardized policies that similar law enforcement organizations have in place. Among these critical policies that needed to be implemented were concerning matters of conduct and complaints. We also needed to implement a comprehensive policy that maps out a fair and impartial internal investigations process that clearly identifies the Office's responsibilities as well as defines employee rights. Among which is the universally accepted requirement that internal investigations will be kept confidential and "internal." Further, that all members of this Office will be guaranteed their rights of due process, their right to a fair and impartial process, that they will be treated as innocent until proven guilty and that they will be treated with dignity and respect regardless of the accusations levied.

Policies that we have implemented:

- Code of Conduct Policy
- Complaints and Internal Investigations Policy with Employee “Bill of Rights”
- Fair & Impartial Policing Policy
- Purchase Order Policy
- BolaWrap Restraint Device Policy

Policies that we have improved/updated/rewritten:

- Revised Policy and Procedure Manual
- Personnel Benefits
- Office Vehicles & Vehicle Operation
- Vehicle Pursuits
- Firearms
- Conducted Electrical Weapons
- Public Information
- Body Worn Cameras
- Response to Persons with Mental Illness and/or Diminished Capacity

## **COMMUNITY INVOLVEMENT**

Being actively involved in our communities is an important aspect of what makes up our Office. We continue to push out dozens of valuable notices regarding safety, wellness and awareness through our social media platforms.

We have participated in several parades throughout the community and will continue to do so every chance we get.

We hosted two (2) NCSS Field Trips where kids could come to the Office and learn about the day-to-day responsibilities of deputies.

This past summer, Deputy Andre Labier was recognized with the Franklin Northeast Supervisory Union Making A Difference Award to honor Andre’s amazing community service policing activities in the greater Richford community. Andre’s efforts have created a new standard for this Office in how we approach the needs of a community and the role that deputies can play in taking a holistic approach to providing police services.



We have participated in several parades and public speaking opportunities throughout the county and will continue to do so every chance we get.



We participated in the Richford Junior/Senior High School LEAPS Career Explorations Summer Class to help educate aspiring young members of the Richford community.

Members of the office have participated in two Special Olympics/Unified Sports events this year to support the amazing athletes and their support groups.

Our School Resource Officers (SRO) hosted two (2) NCSS Field Trips at the Sheriff's Office where kids could come to the Office and learn about the day-to-day responsibilities of deputies.



## **ON THE HORIZON**

We will continue to move this organization forward in a positive and impactful way by enhancing and expanding our services across the county. We recognize the need many towns have for customizable police services and we will strive to meet those needs more broadly and more effectively. We will continue to identify and hire capable and dedicated personnel that embrace our core values of integrity, honor, pride, and service.

We will continue to expand our Crisis Response Team to address the growing need for immediate and effective mental health support to those in crisis as well as to continue to make those services available to our personnel internally. We are looking to partner with the Vermont Center for Responder Wellness to ensure that our employees and their family members have confidential, timely, and comprehensive mental health support services. We will seek to expand our partnerships with mental health resources within the county.

We will seek to expand our existing School Resource Officer program as an extremely important and valuable community policing initiative designed to establish trusting and valuable relationships between the police and our county's youth population.

We will look to expand our important drug interdiction efforts and enhance our partnerships with treatment programs and area experts. We will reestablish our canine program to enhance our drug investigative work and expand our tracking capabilities.

We will investigate federal grants as funding opportunities to bring expanded services to Franklin County without increased costs.

We will continue to investigate new and innovative technologies that allow us to expand our capabilities and increase efficiencies.

We will expand our internal instructor/expert capabilities by sending a deputy to become a Tactical Combat Casualty Care (TCCC) instructor. This will ensure that our deputies have advanced critical wound care training.

We will continue to diligently and methodically work through the many existing policies that need to be reviewed, updated and/or rewritten and identify new policies that need to be implemented.

We will continue to look for ways to increase our community involvement and support the many great activities in Franklin County.

We will continue to work with and support our many law enforcement colleagues in an effort to comprehensively address the needs of Franklin County.

We will continue to address criminal activity proactively, aggressively, and effectively and we will continue to address issues that impact the quality of life for Franklin County residents.

**John Grismore**

SHERIFF

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