

State of Vermont
Vermont Criminal Justice Council

LEVEL II CURRICULUM REVIEW
WORKING GROUP

Law Enforcement Training and Certification

JUNE 23, 2025

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I. About the Report

This report arises from a desire by the Vermont law enforcement community to consider the Level II Law Enforcement Certification, training requirements, and opportunities for improving the resources of entry-level law enforcement officers while addressing concerns related to liability.

II. Report Creation Process

The Vermont Criminal Justice Council convened a working group to assist in the preparation of the report.

The members included:

Name	Title	Affiliation	Invited	Participated
Mark Anderson, Chair	Sheriff	<small>DRAFT</small> Vermont Sheriff's Association	X	X
Anthony Cambridge, Vice Chair (Ending 3/17/2025)	Chief	Hinesburg Police Department	X	X
Domenica Padula	Assistant Attorney General	Attorney General's Office	X	X
Jennifer Morrison	Commissioner	Department of Public Safety	X	X
Loretta Stalnaker, Vice Chair	Chief	Vermont Association of Chiefs of Police	X	X
Trevor Whipple	Consultant	VT League of Cities and Towns	X	X
Jason Covey	Chief	Training Advisory Committee	X	X
Robert Schell	Director of Security	Vermont Judiciary	X	X

Name	Title	Affiliation	Invited	Participated
Tom Chenette	Detective	Vermont Police Association	X	X
Whit Montgomery (Beginning 3/17/2025)	Chief	Vermont Association of Chiefs of Police	X	X

The working group was supported by Academy staff:

Name	Title
Christopher Brickell	Executive Director
Kim McManus	General Counsel
Kenneth Hawkins	Director of Training
Daniel Pennington	Level II Training Coordinator

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The working group also heard from the following invited guests on the dates indicated:

Guest	Title	Meeting Date
Jennifer Frank	Chief	9/9/24, 9/30/24

The working group met on the following dates:

Month and Year	Days of Month
August 2024	August 12, August 26
September 2024	September 9, September 23, September 30 (no quorum)
October 2024	October 7, October 21
November 2024	November 4, November 18, November 25,
December 2024	December 16, December 23
January 2025	January 6
February 2025	February 3
March 2025	March 17, March 31

Month and Year	Days of Month
April 2025	April 14
May 2025	May 12
June 2025	June 9, June 23

The following individuals responded to questions from the Work Group:

Name	Title and Affiliation
Sgt. Genevive Paul	Training Supervisor, DMV
Sheriff Marc Poulin	Washington County Sheriff

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III. Overview of Existing Training

A. Level 1

1. Non-existent curriculum.
2. Statutory creation: 20VSA2358(b)(1)

(A) An applicant for certification as a Level I law enforcement officer shall first complete an off-site training program prior to entering and completing Level I basic training. Level I basic training shall include training to react to the circumstances described in subdivision (B) of this subdivision (1).

(B)(i) The scope of practice of a Level I law enforcement officer shall be limited to security, transport, vehicle escorts, and traffic control, as those terms are defined by the Council, except that a Level I officer may react in the following circumstances if the officer determines that it is necessary to do any of the following:

(I) protect an individual in the presence of the officer from the imminent infliction of serious bodily injury;

(II) provide immediate assistance to an individual who has suffered or is threatened with serious bodily injury;

(III) detain or arrest an individual who the officer reasonably believes has committed a crime in the presence of the officer; or

(IV) detain or arrest an individual who the officer reasonably believes has committed a felony under Vermont law.

(ii) If a Level I officer reacts to any of the circumstances described in subdivision (i) of this subdivision (B), he or she shall call upon an officer certified to respond and assume law enforcement authority over the incident.

B. Level 2

1. Curriculum (as of December 2024):

i. Phase One – VPA

Week One	Monday Mar 11	Tuesday Mar 12	Wednesday Mar 13	Thursday Mar 14	Friday Mar 15
0700-0730	Weapons Turn In/ Orientation	Breakfast DRAFT			
0730-1130	Modern Policing <i>Edwards</i>	Criminal Law Intro <i>Boe</i> <i>Hendry</i> <i>Bataille</i>	Criminal Law Search and Seizure <i>Boe</i> <i>Hendry</i> <i>Bataille</i>	Use of Deadly Force <hr/> Use of Force Exam <i>Welch</i>	Firearms (Range) <i>Welch</i>
1130-1200	Lunch				
1200-1600	Police Liability <i>Whipple</i>	Criminal Law Laws of Arrest <i>Boe</i> <i>Hendry</i> <i>Bataille</i>	Handgun Safety (classroom) <i>Welch</i>	Firearms (Dry Fire/Range) <i>Welch</i>	Firearms (Final Qual) <i>Welch</i>
1800 – 1830	Dinner				

Week Two	Monday Mar 18	Tuesday Mar 19	Wednesday Mar 20	Thursday Mar 21	Friday Mar 22
		Breakfast			
0730 – 1130	Patrol Procedures <i>Pennington</i>	Basic Handcuffing Techniques <i>Stewart</i>	Motor Vehicle Law <i>Desjardins Morris</i>	Juvenile Law <i>Grealis Pontbriand</i>	Report Writing <i>Covey Fell Norton</i>
1130 – 1200	Lunch				
1200 – 1600	Patrol Procedures <i>Pennington</i>	Police Driving EVOC <i>Pennington</i>	Motor Vehicle Law <i>Desjardins Morris</i>	Ethics <i>Thomas</i>	Final Exam <hr/> Graduation <i>Pennington</i>
1800 – 1830	Dinner				

- ii. Phase Two
Core
- First Aid (First aid, CPR, and/or AED)
 - Crime Scene Investigation
 - Use of Force & Tactics
 - Domestic Violence Response
 - Hazardous Materials Awareness
 - Bloodborne Pathogens
 - Incident Command/NIMS
 - Search and Rescue
 - Interacting with People Experiencing a Mental Health Crisis
 - Fair & Impartial Policing
 - Any other course required by law or approved by the Council

- **Elective**

- a. Traffic Crash Investigation
- b. Civil Process Service
- c. Criminal Investigation
- d. Prisoner Transportation
- e. Marine Enforcement
- f. Fish and Wildlife Enforcement
- g. Interviews and Interrogations
- h. Courtroom Demeanor
- i. Use of Police Baton
- j. Child Physical and Sexual Abuse
- k. Identification of Substance Abuse
- l. Sexual Assault

- iii. Phase Three (Field Training)

- a. 60 Hours of Field Training with Certified Field Training Officer
- b. Completion of CEC-1 Objectives

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- 2. Statutory creation: 20VSA2358(b)(2)

(B)(i) Except as provided in subdivisions (ii) and (iii) of this subdivision (B), the scope of practice of a Level II law enforcement officer shall be limited to investigating the following matters:

(I) [Repealed.]

(II) 7 V.S.A. § 658 (sale or furnishing to minors; enabling consumption by minors);

(III) 13 V.S.A. chapter 7 (advertisements);

(IV) 13 V.S.A. chapter 8 (humane and proper treatment of animals);

(V) 13 V.S.A. §§ 505 (fourth degree arson), 508 (setting fires), and 509 (attempts);

(VI) 13 V.S.A. chapter 19, subchapter 1 (riots);

(VII) 13 V.S.A. §§ 1022 (noise in the nighttime), 1023 (simple assault), 1025 (recklessly endangering another person), 1026 (disorderly conduct), 1026a (aggravated disorderly conduct), 1027 (disturbing peace by use of telephone or other electronic communications), 1030 (violation of an abuse prevention order, an order against stalking or sexual assault, or a protective order concerning contact with a child), 1031 (interference with access to emergency services), 1042 (domestic assault), and 1062 (stalking);

(VIII) 13 V.S.A. chapter 35 (escape);

(IX) 13 V.S.A. chapter 41 (false alarms and reports);

(X) 13 V.S.A. chapter 45 (flags and ensigns);

(XI) 13 V.S.A. chapter 47 (frauds);

(XII) 13 V.S.A. chapter 49 (fraud in commercial transactions);

(XIII) 13 V.S.A. chapter 51 (gambling and lotteries);
(XIV) 13 V.S.A. chapter 57 (larceny and embezzlement), except for subchapter 2 (embezzlement);
(XV) 13 V.S.A. chapter 67 (public justice and public officers);
(XVI) 13 V.S.A. chapter 69 (railroads);
(XVII) 13 V.S.A. chapter 77 (trees and plants);
(XVIII) 13 V.S.A. chapter 81 (trespass and malicious injuries to property);
(XIX) 13 V.S.A. chapter 83 (vagrants);
(XX) 13 V.S.A. chapter 85 (weapons);
(XXI) 13 V.S.A. § 7559(d), (e), and (f) (violating condition of release);
(XXII) 18 V.S.A. § 4230(a) (cannabis possession);
(XXIII) 18 V.S.A. § 4231(a) (cocaine possession);
(XXIV) 18 V.S.A. § 4232(a) (LSD possession);
(XXV) 18 V.S.A. § 4233(a) (heroin possession);
(XXVI) 18 V.S.A. § 4234(a) (depressant, stimulant, or narcotic drug possession);
(XXVII) 18 V.S.A. § 4234a(a) (methamphetamine possession);
(XXVIII) 18 V.S.A. § 4235(b) (hallucinogenic drug possession);
(XXIX) 18 V.S.A. § 4235a(a) (ecstasy possession);
(XXX) 18 V.S.A. § 4476 (drug paraphernalia offenses);
(XXXI) 20 V.S.A. § 3132 (firework prohibitions);
(XXXII) 21 V.S.A. § 692(c)(2) (criminal violation of stop-work order);
(XXXIII) any misdemeanor set forth in Title 23 of the Vermont Statutes Annotated, except for 23 V.S.A. chapter 13, subchapter 13 (drunken driving), 23 V.S.A. § 3207a (snowmobiling under the influence), 23 V.S.A. § 3323 (boating under the influence), or 23 V.S.A. § 3506(b)(8) (operating an all-terrain vehicle under the influence);
(XXXIV) any motor vehicle accident that includes property damage and injuries, as permitted by the Council by rule;
(XXXV) any matter within the jurisdiction of the Judicial Bureau as set forth in 4 V.S.A. § 1102;
(XXXVI) municipal ordinance violations;
(XXXVII) any matter within the jurisdiction of a game warden or deputy game warden as set forth in 10 V.S.A. chapter 103, subchapter 4 (game wardens); and
(XXXVIII) any matter within the scope of practice of a Level I law enforcement officer.

(ii) In addition to the scope of practice permitted under subdivision (i) of this subdivision (B), a Level II law enforcement officer may also practice in additional areas approved in writing by the Council based on a special certification or training approved by the Council.

(iii) Notwithstanding the limitations set forth in subdivisions (i) and (ii) of this subdivision (B), a Level II officer may respond to calls regarding alleged

crimes in progress and may react in the following circumstances if the officer determines that it is necessary to do any of the following:

(I) protect an individual in the presence of the officer from the imminent infliction of serious bodily injury;

(II) provide immediate assistance to an individual who has suffered or is threatened with serious bodily injury;

(III) detain or arrest an individual who the officer reasonably believes has committed a crime in the presence of the officer; or

(IV) detain or arrest an individual who the officer reasonably believes has committed a felony under Vermont law.

(iv) If a Level II officer responds to calls regarding alleged crimes in progress or reacts to any of the circumstances described in subdivision (iii) of this subdivision (B) and that response or reaction is outside the scope of his or her scope of practice, he or she shall call upon an officer certified to respond and assume law enforcement authority over the incident.

IV. Goals of Committee

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- To help elevate Level II and IIE officers to Level III without circumventing the Level III
- To maintain some form of Level II program
 - Articulating why we need Level II
- Address liability concerns related to Level II program
- With any recommendations, factor in expenses and resources related to the recommendation
- Increase accessibility for training
 - Expanding instructor base
 - Utilize effective distance-learning strategies
- Aligning the training with what officers are doing
- Provide defensible training while meeting the staffing needs of law enforcement agencies
- Recommend short term and long-term solutions to improving Level II program

V. Areas of Concern for High Liability in Level II

A. Core Subjects

- Use of Force – Firearms and Policy Training
- EVOC
- Criminal Law

B. Deficiencies

- Lack of scenario-based training

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- Alignment of courses in Phase 1 versus Phase 2
 - Current Responsibilities of Level II Certified Officers

1. Court Officer

- a. The Court Officer is responsible for maintaining courtroom security and protecting judges, staff, witnesses, jury, litigants and the public. The Court Officer will provide assistance to the judge by ensuring that business in the courtroom flows in an orderly manner, obtaining proper forms, files and performing related tasks. The Court Officer in conjunction with the Front Door Screening Officer and other Sheriff's personnel, will be responsible for general courthouse security and emergency response, while detecting any security threat in or near the courthouse. The Court Officer may need to assume temporary custody of defendants remanded by the Court.
- b. The Front Door Screening Officer's primary responsibility is to screen all persons entering the Courthouse public entrance for any weapons and/or contraband. Contraband includes an item or items that would either compromise the safety and/or security of the facility, hinder facility operations, and/or would be considered illegal to possess under Vermont State Statutes (examples of contraband include explosives, narcotics, or other items that are not permitted within the court facility). Contraband will be seized pursuant to Post Order instructions, inventoried and reported via incident report. This Officer will also be responsible to monitor the security cameras and duress alarm system, and to detect and respond to any emergency or security threat in or near the courthouse.
- c. Serves as a roving officer of the court working under the general day-to-day supervision of the Superior Court Clerk. The Roving Officer's primary responsibility is to patrol the Courthouse, Courtrooms and facility perimeter (including parking and garage areas) while protecting judges, staff, witnesses, jury, litigants and the general public. The Roving Officer supports all court security operations as needed and may perform the duties of the Court Officer and Screening Officer as required due to workload requirements, high risk situations or to cover personnel breaks or absences.

2. Motor Vehicle Enforcement

- a. Enforcement of civil and criminal statutes captured in Title 23, including moving violations, administrative violations, and criminal activity related to motor vehicle operation.

3. Patrol

- a. The goal is for a law enforcement officer to be trained and able to respond to and investigate all calls received. If there are crimes that go beyond an officer's scope of authority, the goal should be to have that additional training so that future calls can be investigated.

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- b. Current statute allows for additional training and expansion of a Level II's scope.
 - 20 VSA 2358(xxxviii)(2)(b): In addition to the scope of practice permitted under subdivision (i) of this subdivision (B), a Level II law enforcement officer may also practice in additional areas approved in writing by the Council based on a special certification or training approved by the Council.
 - c. The Statute also intended for there to be a way to transition from Level II to Level III without going to the Level III Academy.
 - 20 VSA 2358(3)(c)(2): The Council shall structure its programs so that on and after July 1, 2021, a Level II certified officer may use portfolio experiential learning or College Level Examination Program (CLEP) testing in order to transition to Level III certification, without such an officer needing to restart the certification process.
 - d. For constables, if a town's constable has law enforcement authority, they must also be certified.

4. Traffic Control/Direction

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- a. Responsible for ensuring the safe and efficient movement of vehicles and pedestrians in various traffic situations. This officer plays a crucial role in managing traffic flow during special events, accidents, road construction, and other incidents that may disrupt normal traffic patterns. Key duties include directing and controlling traffic at intersections, monitoring and enforcing traffic regulations, and assisting with crowd control to prevent congestion and ensure public safety.
- b. Traffic control officers are skilled in using hand signals, traffic cones, and other equipment to manage and redirect traffic as needed. They must maintain high visibility and be vigilant in identifying potential hazards, such as unsafe driving behaviors, malfunctioning traffic signals, or hazardous road conditions, and take appropriate action to mitigate risks.

5. Transports

- a. Responsible for the safe, secure, and humane transportation of individuals in custody between various facilities, including jails, courthouses, medical centers, and other designated locations. This officer ensures the safety of both the detainees and the general public during transit. Key duties include maintaining control and supervision of prisoners, conducting searches of individuals and transport vehicles to prevent contraband, and following strict protocols and procedures to minimize the risk of escape or injury.

6. Infrastructure/Executive Protection Security/Safeguarding

- a. Provide a visible armed security presence at the location.
- b. Maintain a log of events that occur during the shift.
- c. Develop reports for significant incidents.

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- d. Regulate employee and visitor access at state facilities and non-state facilities or lands
 - e. Screen visitors with detection devices preventing passage of prohibited items into restricted areas.
 - f. Conduct vehicle and foot patrols of the interior and the exterior of the buildings or venue.
 - g. Regulate traffic flow on streets and parking lots.
 - h. Respond to emergencies, security incidents and evacuations, investigate disturbances, make arrests as necessary and assist on-site State and/or State Contracted Security Officers.

7. Vehicle Escorts

- a. On occasion there is a need for commercial vehicle operators to move loads that exceed the established limits whether it be too tall, too wide or too heavy. Oversize vehicles place additional demands on the roads and bridges they travel upon. If not properly managed they could easily damage a component of the highway system as well as private property abutting the roadways.
- b. When the commercial vehicle company identifies a load that exceeds the limitations of the roads to be travelled it will contact the Department of Motor Vehicles (DMV) and request via an application a permit to move an oversize load over Vermont's roads.
- c. DMV reviews the application and determines the best route for moving the load and what conditions must be met in order for the company to receive a permit and be able to transport the oversize load. Frequently DMV permits require the company to contract with a law enforcement agency to provide police vehicles with blue lights to escort the oversize vehicle to its destination.

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VI. Strengths of Level II Program

A. Level 1

1. Curriculum is non-existent, and so this was not directly evaluated by this committee.

B. Level 2

1. Gets personnel serving agencies' missions quicker
2. Force multiplier
3. Enables evaluation of fitness for duty from both agency and employee perspectives
4. Plays a vital role to enforce local ordinances & specialty functions
5. Park rangers
6. Community Service Officers
7. Accesses larger segment of work force pool for people who cannot complete Level III training obligations
8. Lower costs for targeted specialties
9. Interim step that meets community needs during unprecedented recruitment struggles
10. More accessible access to training
11. Offers longer retention of personnel with experience in law enforcement profession

C. Level 3 – see Level III Committee Report

VII. Identified Problems & Weaknesses

The Level II Basic Training Review Working Group identified some areas of concern with the existing training program. These issues reflect a training curriculum that, in some respects, has morphed over time into something for which it was not originally designed.

Perhaps the most significant example is that current Level II training does not equally address some high-liability patrol functions as its Level III counterpart. The training disparity is most evident when Level II officers have the same patrol responsibilities as Level III officers, but with far less training. In some instances, Level II officers are used in place of Level III officers. The Level II program was never intended for such use; it was created as a method for agencies to supplement existing Level III staff for specific purposes.

The training currently received by Level II officers suffers from a limited or nonexistent ability to assess the student's competency in important topic areas. Training staff are sometimes unable to evaluate learning and ability. The short training period does not lend itself to utilizing

practical scenarios, and students undergo some training for which their competency is never reviewed, such as report writing. The training is so condensed that it lends itself more to a “crash course” model of learning. There simply is insufficient time for foundational learning. Additional weaknesses within the current Level II program include a lack of formalized training curricula for some job functions traditionally performed by Level II officers. Also, unlike Level III officers, Level II officers are not required to pass the academy's physical fitness test before admission.

Finally, there is a lack of standardization in the Field Training Officer (FTO) process. To be successful, an FTO program needs proper documentation and measures of competency, not just a minimum number of hours completed by the trainee assigned to an FTO. The program needs to be robust and include supervision of the FTO as well as a quality assurance process to ensure the program's validity. Current standardized evaluation guidelines in the FTO program only address traditional patrol-related functions. They lack applicability to specialized tasks often performed by Level II officers.

A. [Level 1](#)

1. Curriculum is non-existent, and so this was not directly evaluated by this committee.

B. [Level 2](#)

1. Duplicative training and introduction of training topics without sufficient foundation in Phase I academy.
2. Basic handcuffing techniques (provided in MDTs curriculum)
3. Report writing – insufficient basis of foundation. Inability to measure student's abilities in current curriculum
4. Level II does not sufficiently cover high liability areas of the patrol functions
 - It is not Level III
 - No assessment of officer ability; limited training & evaluation
 - People being put into positions to be full-service patrol officers
5. Lack of standardization in FTO process
 - Real attention to detail during FTO process & documentation by FTO
 - Is there any law or rule that requires something other than “hours”
 - Lack of demonstration of competency. No QA in agencies to ensure people passing knowledge down are passing the right knowledge down
 - FTO Supervision
 - SEGs do not cover duties outside of patrol (San Jose model)
6. Scope creep
 - Level II being used to deliver bodies to positions

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7. Specialties of Level II don't have training scripted for them
 8. Recognition of differences in scope of authority compared to other levels
 9. Customs practices & policies
 10. Technical debt of cost versus training

C. [Level 3](#)

1. See Level III Committee Report

Identified Opportunities

A. [Level 1](#)

1. Curriculum is non-existent, and so this was not directly evaluated by this committee.

B. [Level 2](#)

1. FTO Recertification Training
2. Additional access to training
3. EVOC
4. Firearms – include all additional standards that Level III does
5. Distance learning
6. Fill gaps and shift coverage to prevent burnout amongst Level III
7. Alternative pathways to certifications
8. Further investments in training could enhance a community's receipt of service
9. (Whose investment? State? Municipality? Others?)
10. Levels of training could allow intelligent investment in officer trainings
11. Avoid sunk cost fallacies
12. Expanding all levels' of certification with scope of authority training
13. Granularize training to expand officer skill sets
14. Duplicative training and introduction of training topics without sufficient foundation in Phase I academy

C. [Level 3](#)

1. See Level III Committee Report

VIII. Identified Threats

A. [Level 1](#)

1. Curriculum is non-existent, and so this was not directly evaluated by this committee.

B. [Level 2](#)

1. Liability
2. Exposures in patrol
3. Asking people to perform job functions that they haven't been adequately trained and assessed on
4. Defensibility against lawsuits
5. Reliance on available resource
6. Issue of funding, people, immediate needs
7. Lack of funding and training resources is prohibitive
8. Community standard
9. Do communities expect higher training or cost-effective training?
10. What does the public expect in recognition of the disparity in training that exists?
11. Poaching
12. Other agencies recruit from smaller/lower paying agencies
13. Public messaging DRAFT
14. What is the value of the training of different programs to the realized community benefit?
15. Not accessing existing recruiting pools due to constraints for structured/sequential training programs
16. Fail to meet existing needs without program

C. [Level 3](#)

1. See Level III Committee Report

IX. Recommendations – adopted by VCJC on December 4th, 2024

A. [Level II Curriculum Review Proposal](#)

The Level II Curriculum Review Committee is proposing the following recommendations for curriculum updates for the upcoming June 2025 Level II academy. The Level II Curriculum Review considers this an immediate, short-term proposal as we contemplate complexities of the tiered training program established in statute. These updates present a comprehensive and strategic approach to law enforcement training that aligns with the diverse and evolving needs of Vermont's communities, while bolstering the quality of our training delivered to Vermont law enforcement. These recommendations were developed in partnership with Academy training staff to balance the ability to deliver trainees to the field while increasing standards that align with current Vermont statutes. Below, the merits of the proposal and its potential to enhance the preparedness and professionalism of law enforcement officers statewide are discussed.

B. [Creation of a Level I/Level II Phase 1 Academy](#)

Proposal: Establish a Level I/Level II joint academy (Attachment A).

Discussion:

To date, a Level I curriculum has not existed, despite the statutory creation in 2014. The scope of authority of a Level I officer captures law enforcement duties that aren't considered traditional patrol functions, such as traffic control, super-load vehicle escorts, courthouse security, and prisoner transports. Some of these functions are occasionally performed by licensed private security officers or civilians, as well as by certified law enforcement officers. They do not engage in investigations in any normal context, but certified law enforcement officers have greater abilities and protections.

By inviting Level I and Level II candidates into the same Phase 1 program, we can address core issues of training a new law enforcement officer require and provide focused niche training to people who require it, without wasting valuable training resources in broad strokes.

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The proposed joint Level I/II academy would be two weeks long, capturing the attached curriculum (Attachment A). At the completion of two weeks, Level I officers would return to their agencies to continue Phase II/Phase III training discussed below. Level II officers would remain for a third week of Academy training discussed below.

C. [Level I/II Phase 1 Academy Enhancements](#)

Proposal: Adopt the attached Phase 1 academy schedule (Attachment A).

Discussion:

The Level I training expansion builds seamlessly on the Level II curriculum. The curriculum seeks to lower liability for the Vermont Police Academy/Vermont Criminal Justice Council while also addressing agencies needs for new members, financial resources, and VPA training capacity. Areas of liability and educational impact were examined with a desire the training resources be committed to different phases of training, while integrating areas with higher liabilities into the Phase 1 academy.

Recissions from the current schedule include:

- Consolidate Criminal Law from twelve hours to eight hours
- Delete 4 hours of Basic Handcuffing Techniques (incorporated in DT/UOF training below)
- Delete 4 hours of Juvenile Law
- Delete 4 hours Report Writing

Additions and expansions from the current schedule include:

- Add 24 hours of Defensive Tactics/Use of Force training
- Add 8 hours of Mental Health Crisis training (Level II only)
- Add 8 hours of Domestic Violence Training (Level II only)
- Add 8 hours of Practical's (Level II only)
- Add 4 hours of Graded Scenarios (Level II only)
- Add 4 hours of final exam & graduation (Level II only)

Courses removed from the Phase I academy would be shifted, where appropriate, to Phase 2 In-Service training. The committee values this approach as it incorporates skills training at the onset, while classes such as report writing are shifted later in the training regimen when a trainee has some basic exposure and understanding while working under the supervision of a certified law enforcement officer and/or Field Training Officer.

The additional coursework in mental health, domestic violence, and patrol procedures reinforces essential competencies while emphasizing scenario-based learning. These graded scenarios, ^{DRAFT}coupled with the Level II Final Exam, ensure that Level II recruits demonstrate a thorough understanding of practical application and decision-making under pressure.

D. [Level II Phase 2 Changes](#)

Proposal: Adopt the Level II Phase 2 training requirements (Attachment B)

Discussion:

The revised Phase II curriculum for Level II, including the introduction of a new CEC2 specific to this level, enhances the depth of training. The mandatory inclusion of Emergency Vehicle Operations Course (EVOC), Report Writing, Juvenile Law, and Firearms training reflects a commitment to comprehensive readiness for the increased responsibilities of Level II officers.

Elective courses would add Active Shooter, Wellness, Oleoresin Capsicum, and Expandable Baton training.

E. [Level I Phase 2 Changes](#)

Proposal: Adopt the Level I Phase 2 training requirements (Attachment C)

Discussion:

The scope of practice for Level I identifies certain niche skillsets currently required in the State of Vermont that are generally focused on the performative needs of the skillset. As such, Phase 2 captures additional trainings that meet the statutory definition of Level I's including:

- Courtroom Security (developed by the Vermont Judiciary)

-
- Vehicle Escorts (developed by the Vermont Sheriff's Association in partnership with the Department of Motor Vehicles)
 - Traffic Control
 - Prisoner/Custodial Transports (developed by the Department of State's Attorneys and Sheriffs)
 - Report Writing

The Phase II structure remains robust, allowing recruits 12 months to complete additional coursework. The introduction of "to be designed/developed/incorporated" courses in courtroom procedure, escort practices, traffic enforcement, and transport skills reflects a forward-thinking approach to addressing real-world challenges officers face.

F. [Level I & Level II Phase 3 FTO Requirements](#)

Proposal 1: Establish Level I FTO at 60 hours

Discussion:

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The current Level II Phase 3 requirement of FTO is sixty hours. The committee recommends this as a starting point for Level I Phase 3 training as the curriculums are created and implemented through the VCJC.

Proposal 2: Establish Level II FTO training at 120 hours

Discussion:

The committee recommends doubling the current Level II Phase 3 requirement of FTO on the basis that the standard based on their scope of practice includes patrol related duties.

G. [Impact and Justification](#)

We identify that financial, logistical, and training capacity resources are necessary to accomplish the above proposals. To accomplish EVOC training, the Vermont Police Academy will need appropriate financial resources to pay for vehicles, fuel, tires and other expendable resources to enhance trainees' experience. We defer to Academy staff expertise for the actual cost impact.

We also acknowledge that availability of instructors, classroom space, dorm rooms, and food are a constraint that requires resolution with adequate resources. We defer to Academy staff expertise for the actual cost impact.

These updates also reflect an understanding of the distinct needs of Vermont's law enforcement agencies, offering flexibility in training while maintaining rigorous standards. By implementing these changes, the Vermont Criminal

Justice Council demonstrates its dedication to enhancing public safety and building trust within our communities.

We strongly support these proposed modifications and encourage the Council to adopt them as part of Vermont's commitment to professionalizing and modernizing law enforcement training.

X. Recommendations for consideration by the Alternative Pathways Committee

- A. Evaluate Learning Objectives and Measurables for Level II
- B. Define statutorily required language.
- C. Develop and implement Level I curricula.
- D. Level II -> Level III alternative pathway to certification
 - 1. Is it viable?
 - Evaluate travel commitment to accomplish
 - What resources do we need to accomplish this?
 - i. Funding for development of curricula
 - ii. Funding for maintenance of curricula (contractor, curriculum coordinator)
 - Create an Alternative Pathways to Certification Committee

Attachment A

XI. Phase 1: Level I / Level II Academy Schedule

Week One	Monday	Tuesday	Wednesday	Thursday	Friday
0700 – 0730	Breakfast				
0730 – 1130	Role-Community Policing	Criminal Law	Deadly Force	DF/Range Test	Range
1130 – 1200	Lunch				
1200 – 1600	Police Liability	Criminal Law	Handgun Safety	Range	Range/Qual
1800 – 1830	Dinner				
1600 - 1800					

Week Two	Monday	Tuesday	Wednesday	Thursday	Friday
0700 – 0730		Breakfast			
0730 – 1130	UOF	UOF	UOF	MV Law	EVOC/ Defensive
1130 – 1200	Lunch				
1200 – 1600	UOF	UOF	UOF/MAPS Test out	Ethics	Scope of Practice FTO <u>Final Exam</u> Graduation Level I
1800 – 1830	Dinner				
1600 - 1800					

Level II Basic Academy

Week Three	Monday	Tuesday	Wednesday	Thursday	Friday
0700 – 0730	Breakfast				
0730 – 1130	Mental Health Crisis	Domestic Violence	Patrol Procedures	Practical	Graded Scenarios
1130 – 1200	Lunch				
1200 – 1600	Mental Health Crisis	Domestic Violence	Patrol Procedures	Practical	Final Exam/ Graduation
1800 – 1830	Dinner				

Attachment B

XII. Phase 2: Level I / Level II In-Service Training CEC-1

A. Level I Phase 2 Required Courses

Required Phase Two Core Courses

Course	Location	Date(s)	Instructor	Hours
Bloodborne Pathogens*				
Juvenile Law**				
Fair and Impartial Policing (FIP)**				
Fire Extinguisher Training*				
First Aid (First Aid, CPR, and/or AED)*				
Hazardous Materials Awareness*				
Incident Command System (ICS)*				
Search and Rescue (SAR)**				
Courtroom Security				
Vehicle Escort				
Traffic Control				
Prisoner / Custodial Transport				

*Training taken in the 12 months prior to entry to the Level I Basic Training Academy may be used to meet the indicated core course requirement. For acceptance, trainee/ agency must seek written approval from the VCJC.

**Must be the VCJC approved curriculum to meet requirement.

B. Level II Phase 2

Required Phase Two Core Courses			
Course	Location	Date(s)	Instructor
Bloodborne Pathogens*			
Crime Scene Investigation (CSI)**			
Emergency Vehicle Operation**			
Fair and Impartial Policing (FIP)**			
Fire Extinguisher Training*			
First Aid (First Aid, CPR, and/or AED)*	DRAFT		
Hazardous Materials Awareness*			
Incident Command System (ICS)*			
Juvenile Law**			
Search and Rescue (SAR)**			
Animal Cruelty Investigation I			
Firearms **			
National Crime Information Center (NCIC - LFSTO / FSTO)			
<p>*Training taken in the 12 months prior to entry to the Level II Basic Training Academy may be used to meet the indicated core course requirement. For acceptance, trainee/agency must seek written approval from the VCJC.</p> <p>**Must be the VCJC approved curriculum to meet requirement.</p>			

Attachment C

XIII. Phase 3: Level I / Level II FTEP-2, Daily Observational Reports, Standardized Evaluation Guidelines

To be developed

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