

## **EO 03-20 Appendix D DRAFT 09-30-20**

### Statewide Internal Affairs Concept DRAFT

The VT Association of Chiefs of Police (VACOP) and the Vermont Sheriff's Association seek to form a Municipal Internal Affairs Division (MIAD) that would oversee internal affairs investigations of municipal law enforcement officer(s).

For many years, municipal police have relied solely on their own departments and communities to investigate complaints of officer misconduct.

This has proven challenging and has sometimes led to inconsistencies from municipality to municipality.

The VACOP proposes a multi-agency internal affairs division that would be available to all local law enforcement and municipal leaders to investigate alleged misconduct violations and serious violations of department rules and regulations.

This effort would also include the creation of a citizen advisory board to provide review and oversight of all of the internal investigations with the same statutory oversight and protections afforded the State Police Advisory Committee (SPAC) under Title 20, with a (7) seven-person advisory committee made up of citizens from the different participating municipalities.

Trained investigators would be assigned by participating departments and be assigned only to investigations originating at other agencies and from other areas of the state to avoid any potential conflicts of interest and inter-departmental tension. Investigations involving criminal allegation component would take a parallel track with a region investigator conducting the IA and an outside investigator conducting the criminal investigation.

This endeavor will require both municipalities and the State to provide investigators, administrative staff, and supervisory oversight. Preliminary planning contemplates dividing the state into four regions using county boundaries with six (6) trained investigators per region and a supervisor North and South.

#### Structural Overview:

Director

North Supervisor (supervises region 1 & 2 investigators)

NORTHERN Unit

Supervisor North

Northern region 1 (Grand Isle, Franklin, Lamoille and Chittenden Counties)  
Six investigators  
One municipal advisory committee (seven members)

NORTHERN Unit  
Supervisor North

Northern region 2 (Orleans, Essex, Caledonia, and Washington Counties)  
Six investigators  
One municipal advisory committee (seven members)

Southern Supervisor (supervises region 1 & 2 investigators)

SOUTHERN Unit  
Supervisor South

Southern region 1 (Addison, Rutland, and Bennington Counties)  
Six investigators  
One municipal advisory committee (seven members)

SOUTHERN Unit  
Supervisor South

Southern region 2 (Orange, Windsor and Windham Counties)  
Six investigators  
One municipal advisory committee (seven members)