## Board Members

Nancy Goss Sheahan - Chair

Term Expires 02/28/2018

Leo Willey - Vice Chair

Term Expires 02/28/2018

Allison Crowley DeMag

Term Expires 06/30/2016

Glenn Boyde

Term Expires 06/30/2017

Shirley Jefferson

Term Expires 06/30/2017

Mary Alice McKenzie

Term Expires 06/30/2016

Pattie Pallito

Term Expires 06/30/2017

# State Police Advisory Commission

All allegations of misconduct by State Police officers are given to the State Police Advisory Commission (SPAC) for review. By statute, SPAC is made up of independent Vermont citizens who have no connection to the Vermont State Police. The State Police Advisory Commission provides advice and counsel to the Commissioner of Public Safety in carrying out his or her responsibilities for the management, supervision and control of the Vermont State Police. The Commission also advises the Commissioner regarding rules concerning promotions, grievances, transfers, internal investigations and discipline.

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Vermont Department of Public Safety

# State Police Advisory Commission

## S.P.A.C

# Establishing Statute:

## 20 VSA, Ch 113§1922

(a) There is hereby created the state police advisory commission, which shall provide advice and counsel to the commissioner in carrying out his responsibilities for the management, supervision and control of the Vermont state police.

(b) The commission shall consist of seven members, at least one of whom shall be an attorney and one of whom shall be a retired state police officer, to be appointed by the governor with the advice and consent of the senate.

(c) Members of the commission shall serve for terms of four years, at the pleasure of the governor. Of the initial appointments, one shall be appointed for a term of one year, two for terms of two years, two for terms of three years, and two for terms of four years. Appointments to fill a vacancy shall be for the unexpired portion of the term vacated. The chairman shall be appointed by the governor.

(d) The creation and existence of the commission shall not relieve the commissioner of his duties under the law to manage, supervise and control the state police.

(e) To ensure that state police officers are subject to fair and known practices, the commission shall advise the commissioner with respect to and review rules concerning promotion, grievances, transfers, internal investigations and discipline.

(f) Members of the commission shall be paid per diem compensation and reimbursement for expenses in accordance with section 1010 of Title 32.

## § 1923. Internal Investigation

(a) The commission shall advise and assist the commissioner in developing and making known routine procedures to ensure that allegations of misconduct by state police officers are investigated fully and fairly, and to ensure that appropriate action is taken with respect to such allegations.

(b) The commissioner shall establish an office of internal investigation within the department, which office shall investigate, or cause to be investigated, all allegations of misconduct by members of the department, except complaints lodged against members of the internal investigation office, which complaints shall be separately and independently investigated by officers designated for each instance by the commissioner, with the approval of the state police advisory commission. The head of the internal affairs unit shall report all allegations and his findings as to such allegations to the commissioner. The head of the internal affairs unit also shall immediately report all allegations to the state's attorney of the county in which the incident took place, to the attorney general and to the governor, unless the head of the unit makes a determination that the allegations do not include violation of a criminal statute. The head of the internal affairs unit shall also report the disposition of all cases so reported to the state's attorney, attorney general and governor.

(c) The office of internal investigation shall maintain a written log with respect to each allegation of misconduct made. The log shall document all action taken with respect to each allegation, including a notation of the person or persons assigned to the investigation, a list of all pertinent documents, all action taken, and the final disposition of each allegation. Failure of any member of the department to report to the office of internal investigation an allegation of misconduct known to such member, shall be grounds for disciplinary action by the commissioner, including dismissal.

(d) Records of the office of internal investigation shall be confidential, except: (1) The state police advisory commission shall, at any time, have full and free access to such records; and (2) The commissioner shall deliver such materials from the records of the office of internal investigation as may be necessary to appropriate prosecutorial authorities having jurisdiction; and (3) The state police advisory commission shall, in its discretion, be entitled to report to such authorities as it may deem appropriate, or to the public, or to both, to ensure that proper action is taken in each case.