



**Town of Essex**  
**Police Community Advisory**  
**Board**  
Phone: (802) 878-1341  
Email: [manager@essex.org](mailto:manager@essex.org)

## AGENDA

**Tuesday, March 18, 2025 – 6:00 PM**  
**81 Main St., Essex Junction, VT 05452**

This meeting will be in person and online. Available options to watch or join the meeting:

- **JOIN ONLINE:** [Zoom Meeting ID: 833 5079 9533 | Passcode: 160364](#)
- **JOIN CALLING:** (*toll free audio only*): (888) 788-0099 | Meeting ID: 833 5079 9533; Passcode: 160364

This agenda is available in alternative formats upon request.

- 1. CALL TO ORDER** 6:00 PM
- 2. AGENDA ADDITIONS/CHANGES**
- 3. APPROVE AGENDA**
- 4. PUBLIC TO BE HEARD**
  - a. Comments from the public on Consent items and items not on Agenda
- 5. CONSENT ITEMS**
  - a. Approve minutes:  
February 18, 2025
- 6. BUSINESS ITEMS**
  - a. PCAB Survey Questions
- 7. READING FILE**
  - a. Jenny's survey feedback
- 8. EXECUTIVE SESSION**
- 9. ADJOURN**

**POLICE COMMUNITY ADVISORY BOARD**

**February 18, 2025**

**POLICE COMMUNITY ADVISORY BOARD  
REGULAR MEETING  
MINUTES OF MEETING - DRAFT  
February 18, 2025**

**POLICE COMMUNITY ADVISORY BOARD:** Gwendolyn Evans, Dan Maguire, Vince Cuciti, Christina Hagestad, Jenny Parker and David Harrington

**ABSENT:** Jody Kamon (Advisor)

**STAFF:** Alyssa March, Community Liaison, Essex Police Department

**ADMINISTRATION:** Ron Hoague (EPD Chief)

**OTHERS PRESENT:** Marcus Certa

**1. CALL TO ORDER**

*Chair Christina Hagestad called the meeting to order at 6:01pm.*

**2. AGENDA ADDITIONS/CHANGES**

**3. AGENDA APPROVAL**

*Agenda was approved.*

**4. PUBLIC TO BE HEARD**

*There were no comments from the public.*

**5. CONSENT ITEMS**

*a. The Board approved the Minutes for the January meeting.*

**6. BUSINESS ITEMS**

*a. The Chief reported on department updates. The Chief and Alyssa discussed the incident mapping that is now live on the PD website. They discussed the benefits of the incident mapping and what people in the community can look at. The chief explained the three different reports that can also be made online instead of people filling out hard copies. Jenny had questions about the juvenile calls listed on the map as well as what the family calls represent. The Chief and Alyssa will be following up with those questions. Sensitive calls, such as domestic violence or sexual assaults, will not be listed for privacy reasons.*

*b. Public Safety Survey Task List: The Board went through Vince's survey and approved and denied multiple questions with reasons why. The Board will continue to go through these questions at the next meeting.*

*Vince, Alyssa and potentially David will be meeting with Survey Monkey on Friday to discuss how to set up the survey and costs.*

**7. ADJOURN**

*A motion to adjourn was made by Christina. The motion was seconded and approved by the Board. The meeting adjourned at 7:33pm.*

Respectfully submitted,

Alyssa March  
Community Affairs Liaison

Jenny Parker

March 12, 2025

**Alternative Wording for Proposed 2025 Survey Questions**

~~2. Which 3 aspects of Public Safety are Most Important to you?~~

2. List three aspects of our Essex community that help you feel safe:

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~~7. Please rate your past interactions with the Essex Police Department.~~

7.1 In the event that you experienced a future interaction with the Essex Police Department (EPD), do you trust them to:

- Keep me safe: yes/no
- Treat me fairly: yes/no
- Treat me with respect: yes/no
- Act according to the law: yes/no
- Protect and respect me if I am a visible minority: yes/no/not applicable
- Protect and respect me if I do not present as traditionally gendered: yes/no/not applicable
- Protect and respect me if I am not a US Citizen: yes/no/not applicable
- Accommodate my disability if necessary: yes/no/not applicable

7.2 If any of your answers to the above questions were “no,” please explain why:

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~~8. If applicable, during your interaction with the Essex Police Department, do you feel:~~

8. If you have had interaction(s) with the Essex Police Department in the past, how did our community officers make you feel during that/those event(s)?

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~~9. If applicable, please provide feedback for your rating on your past interactions with the Essex Police Department? [Open response]~~

Redundant

~~10. If You Have Ever Observed or Experienced Biased/Unfair/Unequal Treatment In Essex, Please Indicate Where:...~~

This feels redundant and too broad, addressed in 7.1 and 7.2.

~~13. Please indicate if you are familiar with these existing Community Programs [Yes or No]~~

13. Please select any of the following active Essex Police Department community programs that you are familiar with:

- Police Community Advisory Committee (PCAB)
- Law Enforcement Explorer Program
- Essex Police Department Racial Training
- “Coffee with the Chief”
- Reserve program?
- Essex Pride?
- (Specific others? Let’s get them all in here!)

~~14. Which 3 of the following Community Programs or Educational Efforts would you most like to see in Essex:~~

14. Are there any specific trainings or cultural programs that you would like our Essex Police Department officers to complete to help you feel safer and/or more supported in our community?

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15/16 (PCAB and EPD recruiting): bump these to the end of the survey?

### Demographics

~~17. Please let us know your age [Multiple Ranges]~~

17. What is your approximate age?

- Decline to Respond
- Under 15 (child)
- 15-21 (Gen Z)
- 22-36 (Gen Y)
- 37-54 (Gen X)
- 55-70 (Boomer)
- 71+ (Builder)

~~18. Which categories would you use to describe yourself, Please check all that apply. [Various Ethnicities]~~

18. What racial category do you most identify as?

- Decline to Respond
- African American or Black
- Asian
- Hispanic or Latino
- Native American or Alaskan Native
- Native Hawaiian or Pacific Islander
- Caucasian or White

~~19. What is the highest degree or level of education you have completed? [Multiple Choices]~~

This question might rub people the wrong way as exclusionary, I don't see a specific value for our purpose.

~~20. What is your gender? [Multiple Choices]~~

20. What is your preferred socially expressed gender?

- Decline to Respond
- Male (biological/cis)
- Female (biological/cis)
- Male Transgendered
- Female Transgendered
- Gender otherwise not specified above

~~21. Do You Identify As A Person With Disabilities? If So, How Are You Differently Able? [Open Response]~~

21. If you identify as a person with disability (physical, mental, and/or sensory), please share how the Essex Police Department could best support your disability in the event of an interaction:

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~~22. Are you a First Responder [Yes or No]~~

Unsure if this has value for our purposes.

~~23. Are you Local Business Owner [Yes or No]~~

Is this relevant to us?

~~24. If you are interested in being entered into a gift raffle, please provide your e-mail below:~~

24. We are grateful for your feedback as we continue to work towards helping our Essex Police Department support our community as best they can. If you would like to be entered into a raffle for \_\_\_\_\_ upon submission of this anonymous survey, please provide your email address. This is not required for submission of your survey and is purely elective. A drawing will be completed on \_\_\_ and winners will be privately contacted through the email they provide, winning email addresses/names will not be publicly published or available.

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