



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

**AGENDA**

**Tuesday, February 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:  
January 21, 2025
6. **BUSINESS ITEMS**
  - a. Department Update by Chief Hoague
  - b. Public Safety Survey – Finalize questions
7. **READING FILE**
  - a. Vince's survey questions
  - b. David's survey questions
8. **EXECUTIVE SESSION**
9. **ADJOURN**

**POLICE COMMUNITY ADVISORY BOARD**

January 21, 2025

**POLICE COMMUNITY ADVISORY BOARD  
REGULAR MEETING  
MINUTES OF MEETING - DRAFT  
January 21, 2025**

**POLICE COMMUNITY ADVISORY BOARD:** Gwendolyn Evans, Dan Maguire, Vince Cuciti, Christina Hagestad, Jenny Parker and Jody Kamon (Advisor).

Absent: David Harrington

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

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

**OTHERS PRESENT:** None

**1. CALL TO ORDER**

*Chair Christina Hagestad called the meeting to order at 6:03pm.*

**2. AGENDA ADDITIONS/CHANGES**

*a. Gwendolyn mentioned Soup Night for the Town.*

*b. Alyssa invited PCAB members to the City Budget Meal this Saturday, 12PM at the Expo*

**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 December meeting.*

**6. BUSINESS ITEMS**

*a. The Chief went over the 2024 EPD review and highlighted key take ways. The Chief informed the Board that there were 5 officers that left last year and 4 of them were retirees. The Board discussed the challenges with the applicants and integrity. The Board also discussed different ways to recruit more applicants, and the PD met and formed a recruitment team. The PD hopes to start going to more events that they normally wouldn't find more applicants.*

*The chief discussed the crime statistics and trends. EPD had 9981 calls last year which is 300 more calls than the previous year. Property crime has increased, and the PD encourages people to take valuable items out of the car and lock car doors.*

*Community Outreach was not listed on the review due to not having data. Jody asked about the program and the Chief informed the Board that Community Outreach is losing funding, so EPD has requested more money in the budget to support Outreach. Other agencies in the area plan to increase funding as well.*

*EPD has a media group coming up next month to film and take more photos. Alyssa asked if there was a member of PCAB that would be willing to speak in the film to share the importance and support that the*

*PD has in the community. Vince stated that he is apart of a neighborhood blog and would be willing to post about the filming to see any community members would like to say anything about the PD. The Chief reported that there is a public facing portal that will go live soon, and the community could see certain types of calls in a given area. Sensitive calls, such as domestic violence or sexual assaults, will not be listed for privacy reasons.*

*The chief spoke about future events like Citizens Police Academy that Alyssa will follow up on and get details for. EPD is also working on doing a summer program for kids ages starting around 11-12.*

*The Board discussed Bike Patrol, and the Chief explained the role and how Bike Patrol is a great pipeline to those individuals moving to patrol. EPD currently has three officers that have been on bike patrol.*

*b. Public Safety Survey Task List: The Board discussed the survey format, ADA guidelines, Survey Monkey and paper copies and wording.*

*Action Steps:*

*Vince to incorporate feedback and share updated documents.*

*Vince will send out his excel sheet of survey questions to the Board*

*Next meeting, the Board will go through Vince's/ David's questions to get final survey questions.*

## **7. ADJOURN**

*A motion to adjourn was made by Christina. The motion was seconded and approved by the Board. The meeting adjourned at 7:18pm.*

Respectfully submitted,

Alyssa March  
Community Affairs Liaison

# Proposed 2025 Survey Questions

## Important Definitions:

**Policing** is Defined As: Enforcing laws, preventing crime and responding to emergencies.

**Public Safety** is Defined As: An environment where people, and property are protected from threats/abuse/harm.

## How are you connected to Essex?

I live and/or work in Essex

I used to live or work in Essex

I do not live or work in Essex

## Which 5 aspects of Public Safety are Most Important to you?

Relationships with neighbors

Supporting the young people of Essex

Mental health and social service supports

Policing

Civic participation

First responders

Diversity and Inclusion

Infrastructure

Inclusive community.

Good communication

Local laws, zoning and codes

Access to basic needs

Traffic Management

## Based on your definition of safety, how safe do you feel living in Essex?

0 = I do not Live in Essex

Unsafe = 1 - 5 = Very Safe

## Based on your definition of safety, how safe do you feel working in Essex?

0 = I do not Work in Essex

Unsafe = 1 - 5 = Very Safe

## How well are local leaders doing in each of these areas to create a safe community?

[Unknown & 1 - 5]

Infrastructure Creation/Improvement

Infrastructure Maintenance/Cleaning

Traffic Management

Harassment and Bullying

Crime

Substance Abuse

Communication

Local Laws

Vandalism

Equal Opportunity

Civic Participation

## Please Rate your Past Interactions With the Essex Police Department.

0 = I have never interacted with the Essex PD

Negative = 1 - 5 = Positive

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

Education

Employment

Criminal Justice

Media

Public Meetings

Community Relationships

## Proposed 2025 Survey Questions

Social Services  
Public Works

Local Business  
Housing

**Please share your ideas for ways to improve public safety in Essex. [Open Response]**

**Please share your ideas for ways to improve policing in Essex. [Open Response]**

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

Law Enforcement Explorer Program  
Essex Police Department Racial Training  
Law Enforcement Explorer Program  
"Coffee With the Chief" Essex Police public outreach events

**Which 3 of the following Community Programs/Educational Efforts would you most like to see in Essex:**

Fire/Medical Explorer Program  
Police/Community Q&A Sessions  
Community Leader/Community Q&A Sessions  
Homeless Outreach Training  
Emotional Crisis Response Training

**Are you interested in becoming part of the Essex Police Advisory Team [Yes or No]**

**Are you interested in becoming part of the Essex Police Department [Yes or No]**

### DEMOGRAPHIC QUESTIONS:

**Please let us know your age [Multiple Ranges]**

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

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

**What is your gender? [Multiple Choices]**

**Do You Identify As A Person With Disabilities? If So, How Are You Differently-Abled? [Open Response]**

**Are you a First Responder [Yes or No]**

**Are you Local Business Owner [Yes or No]**

## Proposed 2025 Survey Questions

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

Link to Original Survey:

<https://docs.google.com/forms/d/1OI0XWlaRR4p1xUYiutyfW-2o16Kv49pIIVG-75aIU-Q/viewanalytics?pli=1>

**Town of Essex  
Police Community Advisory Board  
Community Survey on Public Safety and the Essex Police Department**

**Community Involvement: (X) one**

Question	Not at all	A little	Some	A lot	To a great extent
1. To what extent does the Essex Police Department develop relationships with community members?					
2. To what extent does the Essex Police Department regularly communicate with community members, for example: websites emails or public meetings?					
3. To what extent does the Essex Police Department make it easy for community members to provide input?					
4. To what extent does the Essex Police Department work together with community members to solve local problems?					
5. Community policing involves The Essex Police Department working with the community to address the causes of crime in an effort to reduce the problems themselves through a wide range of activities. Based on this definition to what extent do you think the Essex Police Department practices community policing?					

**Safety: (X) one**

Question	Not at all	A little	Some	A lot	To a great extent
1. To what extent do you feel safe in Essex when you are outside alone during the day?					
2. To what extent do you feel safe in Essex when you are outside alone at night?					
3. To what extent do you fear becoming the victim of a crime in Essex?					
4. To what extent do you believe that homelessness has an impact on public safety in Essex?					
5. To what extent do you believe that mental illness has an impact on public safety in Essex?					
6. To what extent do you believe that illegal drug use has an impact on public safety in Essex?					
7. To what extent do you believe that abuse of alcohol has an impact on public safety in Essex?					
8. What type of crime/complaint do you feel the Essex Police Department should give the highest priority to address YOUR specific public safety concerns? (E.g. Property crime, crimes of violence, disorderly/noise, impaired driving, drug, alcohol related, or anything else)	Priorities:				

**PLEASE CONTINUE ON REVERSE SIDE**

**Procedural Justice and Performance: (X) one**

**Town of Essex  
Police Community Advisory Board  
Community Survey on Public Safety and the Essex Police Department**

Question	Not at all	A little	Some	A lot	To a great extent
1. To what extent do the Essex police officers treat people fairly?					
2. To what extent do the Essex police officers show concern for community members?					
3. To what extent are police officers in Essex, respectful?					
4. To what extent is the Essex Police Department responsive to the concerns of community members?					
5. To what extent do you trust the Essex Police Department?					
6. If you had contact with an Essex police officer during the past 12 months to what extent did the officer sufficiently explain his or her actions and procedures?					
7. To what extent is the Essex Police Department effective at proactively preventing crime?					
8. To what extent are you satisfied with the overall performance of the Essex Police Department?					

**Contact and Performance: (X) one**

Question	0 times	1-2 times	3-4 times	5-6 times	7 or more
1. How many times in the past 12 months have you had contact with the Essex Police for traffic issues (e.g., citation, ticket, warning, crash)					
2. How many times in the past 12 months have you had contact with the Essex Police for 911 emergency calls?					
3. How many times in the past 12 months have you had contact with the Essex Police for non-emergency calls?					
4. How many times in the past 12 months have you had contact with the Essex Police for other contacts or interactions, for example, attending a community meeting or talk to an officer on patrol?					

**Satisfaction: (X) one**

Referencing Items 1-4 above, to what extent were you satisfied with the contact?	N/A	Very dissatisfied	Dissatisfied	Neutral	Satisfied	Very satisfied
1. Traffic issues						
2. 911 emergency calls						
3. Non-emergency calls						
4. Contact or other interactions						

**THANK YOU FOR YOUR PARTICIPATION. PLEASE RETURN SURVEY TO:**

**Town of Essex PCAB, 81 Main St., Essex Junction, VT 05452**