

Tom Leitz, Municipal Manager
28 North Main Street
Waterbury, Vermont 05676

Dear Mr. Leitz,

I am writing to express my interest in serving as Waterbury's Ethics Officer and to share my background for your consideration.

Vermont has been my home since 1975, when my family moved here from Boston. I grew up in Warren, Stowe, and eventually Burlington, where I attended high school. After college, I spent a decade as a community-based victim advocate and educator, working with both victims and offenders to address intimate partner violence. During those years, I came to deeply appreciate the importance of systems that support accountability and foster community trust and safety.

In 1998, I pursued a career in policing as an extension of this commitment to safer and more equitable communities. As a police investigator, I remained focused on standing up for crime survivors, promoting accountability, and using my role to strengthen the systems on which our communities rely.

During my 22-plus years with the Vermont State Police (VSP), the work I found most meaningful involved serving families and communities across northern Vermont, including several years with Special Investigations Units in Franklin, Chittenden, and Lamoille Counties. I also had the privilege of leading the Office of Internal Affairs, where I investigated allegations of professional misconduct, and of serving as the first Director of Fair and Impartial Policing and Community Affairs. In that role, I worked to strengthen relationships and build trust within communities historically marginalized in Vermont, including communities of color and immigrant communities. Throughout my career, I mentored and supported colleagues dedicated to fostering a strong, inclusive, empathetic, and service-oriented culture within the department.

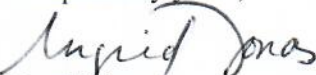
After several work assignments across northern Vermont, I settled in Waterbury in 2008 and have been grateful to call this community home ever since.

Since retiring from the Vermont State Police in 2021, I have continued to look for ways to bring my experience and perspective to meaningful service. Over more than three decades, I have developed solid interview and investigative skills, advocated compassionately for people seeking justice, and worked to improve the systems that communities depend on. I have extensive experience receiving, processing, and thoroughly investigating complaints of various natures, including criminal misconduct, ethical concerns, and policy-related matters-- work that I continue through my own retirement business as a workplace investigator. I believe these experiences, together with my commitment to fairness, integrity, and community well-being, would serve the role of Ethics Officer well.

I understand that this is a part-time, as-needed position, and I welcome that structure. I would bring professionalism, clear and respectful communication, thoughtful counsel, humor, attention to detail, solid writing skills, and a commitment to sound process -- values that have guided me throughout my career and that consistently contribute to positive outcomes.

Thank you for your consideration.

Respectfully yours,


Ingrid Jonas