Police Commission

Tuesday, March 25, 2025, 6:00 PM, Zoom/Contois Auditorium, City Hall

You are invited to a Zoom webinar!
When: Mar 25, 2025 06:00 PM Eastern Time (US and Canada)
Topic: Police Commission 3/25/25

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1. Agenda

1.1. Call to Order

1.2. Roll Call and Determination of Quorum

1.3. Additions or Modifications to Agenda

2. Adopt Minutes

2.1. Motion to adopt previous meeting's minutes

3. Public Forum

3.1. The public is invited to address the Commission

4. Commission Business (Time Limited 30 Minutes)

4.1. Committee Reports from All Committees

4.2. Committee Changes

4.3. Discussion of DD03 - Fair and Impartial Policing

4.4. Discussion of Joint Meeting(s) with Public Safety Committee

5. Police Department Business (Time Limited: 20 Minutes)

5.1. Chief's Report

6. Commendations

Subject	**6.1. BPD Comendations from the Public**
Meeting	March 25, 2025 - Police Commission Meeting - Tuesday, March 25, 2025, 6:00 PM, Zoom/Contois Auditorium, City Hall
Category	6. Commendations
Department	Police Department
Type	
Recommended Action	

7. Announcement of Next Meeting Date

8. Adjournment

8.1. Motion to Adjourn

9. Informational and Non-Discrimination Statements

Subject	**9.1. This agenda is available in alternative formats upon request. For more information on access, call Lori Olberg, Licensing, Voting and Records Coordinator (802-865-7136)(TTY 802-865-7142). Persons with disabilities who require assistance or special arrangements to participate are encouraged to contact 802-865-7000 (voice) or 802-865-7142 (TTY) at least 72 hours in advance so that proper arrangements can be made. This meeting will also air on Town Meeting TV the Wednesday after the meeting, starting at 8:00 pm and repeating at 1:00 am and 7:00 am the following day. The City of Burlington will not tolerate unlawful harassment or discrimination on the basis of political or religious affiliation, race, color, national origin, place of birth, ancestry, age, sex, sexual orientation, gender identity, marital status, veteran status, disability, HIV positive status, crime victim status or genetic information.**
Meeting	March 25, 2025 - Police Commission Meeting - Tuesday, March 25, 2025, 6:00 PM, Zoom/Contois Auditorium, City Hall
Category	9. Informational and Non-Discrimination Statements
Department	Council and Board
Type	

Police Commission
Tuesday, February 25, 2025
Remote via Zoom and In-person in Contois Auditorium, City Hall
Burlington, Vermont
DRAFT MINUTES

Members Present: Commissioner Oski, Commissioner Keefe, Commissioner Finnerman

Members Online: Commissioner Cox, Commissioner Rao, Commissioner Comerford

Staff Present: Police Chief Jon Murad, Counselor Hayley McClenahan, Administrative Assistant Kristen Kaichen, Command Staff Assistant Shibe Couchman

Public Present: One unknown individual

1. Agenda

1.1. Call to Order
Meeting called to order at 6:00pm by Commissioner Oski.

1.2. Roll Call and Determination of Quorum
All Commissioners present except for Commissioner Depper.

1.3. Chair Step Down Announcement
Chair vacancy announced.

1.4. Chair Nominations
Commissioner Depper nominated by Commissioner Oski.

1.5. Vote on New Chair
Commissioner Depper; motioned, seconded, approved.

1.6. Motions for Additions or Modifications to Agenda (Time Limited: 15 Minutes)
Motioned, seconded, approved unanimously.

2. Adopt Minutes

2.1. Motion to Adopt Draft Minutes from November 26, 2024
Moved, seconded, approved unanimously.

3. Public Forum (Time Limited: 10 Minutes)

3.1. The Public is Invited to Address the Commission
No participants in public forum.

4. Commission Business (Time Limited: 30 Minutes)

4.1. Welcome New Commissioner Michaela Finnerman

Gives brief remarks about excitement to begin her role.

4.2. Discussion of Current Commission Business (including reports from all committees and discussion of priorities)

None

4.3. Discussion of DD03 - Fair and Impartial Policing

Commissioner Oski motioned to have the city of Burlington continue to use the March 2020 policy until the Board reviews their options on provisions with an attorney. Clarifications were made, in which Commissioner Oski then motioned to table further discussion on DD03 until the Police Commission can consult with legal counsel to gain Vermont CJC approval on provisions to the new DD03. Current DD03 to remain in effect. Motioned, seconded, and approved.

4.4 Discussion of Deputy Chief Interview Assistance by Commission

Commissioner Cox will sit on the interview panel for since DC opening.

5. Chief's Report (Time Limited: 30 Minutes)

5.1. February 2025 Chief's Report

Chief Murad touched on different events held and supported by the BPD, as well as provided some data on employment and gunfire.

5.2. Preliminary Year-End Report 2024

Extensive slideshow provided. Chief Murad discussed in further detail the data between Officers and the frequency of attending Priority 1 calls. Discussion on the importance of mental and physical health outlets for Officers.

6. Commendations (Time Limited: 15 Minutes)

6.1. Officer Commendations

Commendations were provided for Officer Webster, Lt. Seller, Officer Lockerby, Officer Campbell, Officer Gonzalez, Officer Huynh, ECS Murray, the entire BPD and the CAIP division.

7. Other Commission Business

7.1. Announcement of Next Meeting Date

No comments made. No executive session.

8. Adjournment

8.1. Motion to Adjourn

The Commission adjourned the public meeting at 7:01pm.

BURLINGTON POLICE DEPARTMENT
DEPARTMENT DIRECTIVE
DD03 Statewide Policy on Fair and Impartial Policing
Effective October 01, 2024

This Fair and Impartial Policing policy was amended by the Vermont Criminal Justice Council on June 05, 2024. It replaces the Policy amended by the Vermont Criminal Justice Council on April 23, 2024.

PURPOSE: The purpose of this policy is to require that all members of the Burlington Police Department (BPD) conduct policing in a fair and impartial manner, to clarify the circumstances in which officers can consider personal characteristics or citizenship or immigration status when making law enforcement decisions, and to reinforce processes and procedures that enable the BPD to provide services and enforce laws in an equitable and impartial way. The BPD is required to adopt each component of the Vermont Criminal Justice Council's model fair and impartial policing policy. The BPD may adopt additional components.

POLICY: Employees are prohibited from engaging in biased policing. This means no member of the BPD shall take actions based on any personal characteristics, or citizenship, or immigration status, except as described below, in the services our employees provide to the community in connection with our law-enforcement activities.

Because partnership with Vermont residents is the most effective way to ensure public safety, maintaining the public's trust is a primary concern. To secure this trust, personal characteristics or citizenship or immigration status should have no adverse bearing on the BPD's interactions with an individual. Enforcement of civil immigration law is a federal responsibility, and agencies should not engage in such enforcement except as otherwise outlined in this policy. Vermont residents are more likely to engage with law enforcement and other officials by reporting emergencies, crimes, and acting as witnesses; to participate in economic activity; and to be engaged in civic life if they can be assured they will not be singled out for scrutiny on the basis of their personal characteristics or citizenship or immigration status.

To achieve these objectives, the BPD will implement a combination of best practices in areas including but not limited to: hiring, in-service training, policy development, supervision, reporting and investigative processes, appropriate discipline, and community outreach/partnerships.

CONTENTS:

I. Definitions
II. Policing Impartially
III. Community Relations
IV. Establishing Identity

V. State / Local Enforcement Authority / Priorities and Federal Immigration Law
VI. Interactions with Federal Immigration Officers
VII. Responding to Bias-Based Reports or Reports Regarding Bias from the Community
VIII. Training
IX. Accountability and Compliance

I. DEFINITIONS

A. **Biased policing**. "Biased policing" is conduct by law-enforcement officers motivated by an individual's actual or perceived or self-identified personal characteristics.

B. **Citizenship or Immigration status**. This generally refers to the legal rights, if any, of a non-citizen to enter or remain in this country, or to exercise certain rights (e.g., vote in federal elections). Examples of status include, without limitation, "lawful permanent resident," "temporary worker," "refugee," and "undocumented."

C. **Federal immigration authorities**. Federal agencies, departments, or employees or contractors thereof, tasked with enforcement of immigration law and border entry, including without limitation the Department of Homeland Security (DHS), Immigration and Customs Enforcement (ICE), and U.S. Customs and Border Protection (CBP).

D. **Member or employee**. Any employee employed by the BPD, regardless of the employee's assigned tasks or duties.

E. **Personal characteristics**. These may include but are not limited to actual or perceived identity, race, ethnicity, national origin, color, gender, sexual orientation, gender identity, marital status, mental or physical disability, age, religion, and socio-economic status.

F. **Probable cause**. Facts or circumstances that would lead a reasonable person to believe that a crime has been committed, or is being committed, or is about to occur.

G. **Reasonable suspicion**. Suspicion for which an officer can articulate factual reasons, which does not need to rise to the level of probable cause.

II. POLICING IMPARTIALLY

A. **Basis for law-enforcement action**. As required by law, all law-enforcement actions by law-enforcement officers, such as investigations, detentions, traffic stops, arrests, searches and seizures, etc., must be based on reasonable suspicion, probable cause, or relevant exigent circumstances, supported by articulable facts, circumstances, and conclusions that support the given action.

B. **Taking account of personal characteristics**. BPD employees may take into account reported race, ethnicity, or other personal characteristics of persons based on credible, reliable, locally relevant, temporally specific information that links a person of specific description to particular criminal incidents or other matters under investigation and is combined with other identifying information.

C. **Equal treatment**. Personal characteristics shall not be used as a reason to arrest someone instead of citing that person and shall not impact the decision on whether to seek continued custody pursuant to Vermont Rule of Criminal Procedure 3.

D. **Immigration status as an essential element**. Citizenship or immigration status shall not be used as reason to arrest someone instead of citing them and shall not impact the decision on whether to seek continued custody pursuant to Vermont Rule of Criminal Procedure 3, except that criminal liability for offenses where one's citizenship, or immigration status, is an essential element is a factor that may be considered in a Rule 3 determination.

1. Example: An individual convicted of a violent felony is removed by immigration authorities after serving a sentence. Unlawful re-entry by that individual may result in substantial prison time (10 years or more). Those factors may be considered because the prospect of long incarceration can be relevant to case-by-case evaluation of flight risk.
2. Note. Per Section V of this directive, below, BPD employees do not have authority to investigate civil immigration laws and BPD employees shall not ask about or investigate a person's citizenship or immigration status unless information regarding citizenship or immigration status is an essential element of a crime.

E. **Participation in pre-charge or pre-court processes**. Personal characteristics and/or citizenship or immigration status, including the existence of a civil immigration detainer, shall not affect the detainee's ability to participate in pre-charge or police-initiated pre-court processes such as referral to diversion or a Community Justice Center.

F. **Interpreter services**. Under federal and state law, law-enforcement agencies are required to provide qualified interpretation services, either in person or telephonically, to any person in need of it.

III. COMMUNITY RELATIONS

To cultivate and foster transparency and trust with all communities, each BPD employee shall do the following when conducting pedestrian and vehicle stops or otherwise interacting with members of the public unless circumstances indicate it would be unsafe to do so:

A. **Be courteous and professional**.

B. **Introduce oneself**. Employees will introduce themselves to the person (providing name and agency affiliation), and state the reason for the stop as soon as practicable unless

providing this information will compromise officer or public safety or a criminal investigation.

C. **Minimize time of detention**. Ensure that a detention is no longer than necessary to take appropriate action for the known or suspected offense, and ensure the BPD employee conveys the purpose of the reasonable delays.

D. **Identify oneself**. BPD employees will provide their name verbally when requested. BPD employees may also provide the information in writing or on a business card.

E. **Provide an explanation**. In addition to the above, officers should answer relevant questions the person may have if doing so will not compromise safety and/or the investigation

IV. ESTABLISHING IDENTITY

A. **Determining identity**. An individual shall not be stopped or detained solely for the purpose of establishing identity. However, if the individual has already been stopped for a lawful purpose, the individual may be subject to objectively reasonable additional detention in order to establish identity (e.g., inquiry into identity during the course of a lawful traffic stop).

B. **Vehicle passengers are not required to provide identification**. Absent reasonable suspicion of unlawful activity, BPD employees shall not require that passengers in motor vehicles provide identification or other documents. If requesting such documents, BPD employees will state that passengers are not required to provide them. A passenger not providing identification does not constitute reasonable suspicion of unlawful activity. In no instance shall the enforcement of civil immigration law be a reason to request identification or other documents (see Section V).

C. **Social security numbers**. In instances when a standardized form has a field requesting an individual's social security number, BPD employees may request such information for the purposes of establishing identity. An individual not providing a social security number does not on its own constitute reasonable suspicion of unlawful activity. The absence of a social security number is not indicative of citizenship or immigration status. In no instance shall the enforcement of civil immigration law be a reason to request a social security number.

D. **Accepted identification**. Acceptable forms of identification, which must include a photograph of the individual, include, but are not limited to, driver's licenses from any U.S. state or foreign country, government-issued IDs by a U.S. jurisdiction, foreign passports, and consular ID cards. All identification is subject to reasonable scrutiny and follow-up for authentication consistent with the provisions of this policy. Any contact with federal immigration authorities to determine an individual's identity must comply with guidance regarding Interactions with Federal Immigration Officers in Section VI.

V. STATE / LOCAL ENFORCEMENT AUTHORITY / PRIORITIES AND FEDERAL IMMIGRATION LAW

The trust and cooperation of immigrant communities is essential to prevent and solve crimes and maintain the safety and security of all. The U.S. Constitution's Fourth Amendment and the Vermont Constitution's Article 11 protections against unreasonable search and seizure apply equally to all individuals in Vermont.

A. **Federal civil immigration law**. BPD employees do not have authority to enforce federal civil immigration law. Mere presence in the United States without authorization—for example, residing in the country with an expired visa—is a civil violation and may not be subject to investigation.

B. **Federal criminal law**. Although sworn employees of the BPD have authority to enforce federal criminal law, enforcement of federal criminal immigration law is generally not a priority for the BPD. Accordingly, BPD employees should not make warrantless arrests, detain individuals, facilitate the detention of individuals, or otherwise expend resources investigating or enforcing unlawful entry or unlawful reentry cases unless such actions are (1) necessary to ensure public safety or officer safety (imminent risk of physical injury to subject, officer, or third party) or (2) integral to the investigation of criminal offenses unrelated to immigration law.

    1. Asylum. Some individuals crossing the border outside of an authorized checkpoint may be seeking asylum and receive federal permission to remain in the United States. Because it is often difficult to determine whether someone is crossing the border to obtain safety and lawful status, BPD employees should not presume that unauthorized border crossing implicates Vermont law, as opposed to federal interests. BPD enforcement of alleged "unlawful entry" may create the misconception that the BPD is involved in immigration enforcement and undermine partnerships with local communities.

C. **Insufficient for reasonable suspicion**. The following do not on their own establish reasonable suspicion of a criminal offense and are not sufficient to warrant an investigation:

    1. Personal characteristics, including Limited English Proficiency
    2. Citizenship or immigration status
    3. Presence in the U.S. without authorization or formal documentation
    4. Proximity to the border

    These elements *in combination with others* may contribute to reasonable suspicion. As noted in Section II (b), personal characteristics may be taken into account only where there is credible, reliable, locally relevant, temporally specific information that links a person of specific description to particular criminal incidents and is combined with other identifying information.

D. **Prohibitions**. In interacting with all people,[1] including suspects, crime victims, and witnesses, BPD employees shall not:

1. Ask about or investigate a person's citizenship or immigration status unless information regarding citizenship or immigration status is an essential element of the crime (such as human trafficking).
    a. In so doing, BPD employees will never use individual personal characteristics to ask about, investigate, or presume citizenship or immigration status. For example, they cannot ask someone about citizenship or immigration status merely on the basis of race, color, or perceived national origin.
2. Initiate or prolong stops for the purpose of enforcing civil immigration matters.

E. **Victims' services and visas**. BPD employees will ensure that individual immigrants and immigrant communities understand that full victims' services are available to documented and undocumented victims/witnesses. BPD employees may, in appropriate situations, advise an individual that, if the individual is undocumented, the individual may be eligible for a temporary visa. For example, an individual might qualify for a U, S, or T visa if the individual is a victim or material witness to certain serious offenses.

VI. INTERACTIONS WITH FEDERAL IMMIGRATION OFFICERS

A. **Limited application of federal immigration law**. BPD employees have no legal obligation to communicate with federal immigration authorities. However, two federal statutes, 8 U.S.C. §§ 1373 and 1644, provide that local and state agencies and officials may not prevent or restrict their employees from communicating with federal immigration authorities regarding an individual's citizenship or immigration status.[2]

As noted in Section I above, information regarding "citizenship or immigration status" refers only to an individual's legal rights, if any, to enter or remain in this country, or to exercise certain rights (e.g., vote in federal elections). As a result, Sections 1373 and 1644 permit state and local authorities to decide whether or when to limit communications with federal immigration authorities regarding other types of information about individuals, such as:

1. Physical appearance
2. Vehicle / license plate information
3. Current whereabouts
4. SSN or lack thereof
5. Places of residence, work, or education
6. Family relationships

[1] As explained in Section VI, below, federal immigration law permits a narrow category of voluntary communications with federal immigration authorities—i.e., those regarding citizenship or immigration status.
[2] BPD employees should note that accurately determining an individual's citizenship or immigration status can be difficult in the absence of clear documentation and immigration law expertise. Moreover, making a mistake in this arena may undermine community confidence that the BPD is focused on public safety and state / local enforcement, rather than civil immigration enforcement.

7. Telephone number
8. Custody status, release date / time, or court dates

B. **Restricted access to the BPD's facility**. Unless federal immigration agents have a judicially-issued criminal warrant or a legitimate law-enforcement purpose exclusive of the enforcement of civil immigration laws, BPD employees shall not:

1. Grant immigration authorities access to individuals located in otherwise-restricted portions of the BPD's facility absent a court-approved search or arrest warrant relating to alleged crimes
2. Permit immigration authorities to use BPD facilities for investigative interviews.

C. **Restricted access to individuals outside of the BPD facility**. Unless federal immigration agents have a judicially-issued criminal warrant or a legitimate law enforcement purpose exclusive of the enforcement of civil immigration laws, BPD employees who have an individual in their custody shall not grant or otherwise facilitate immigration authorities' access to the individual.

1. Non-interference. This section shall not be construed to require members to interfere with a federal official's lawful authority to interview, detain, or arrest (with or without a warrant) an individual—e.g., employees shall not use force or physically block the official.
2. BPD actions come first. BPD employees asked to grant access to an individual in their custody (e.g., requests made during a traffic stop) shall respond to the federal official that they intend to complete their stop first, without interruption—unless it would be unlawful for them to provide that response (e.g., making such statements in an effort to intentionally facilitate an escape of a person subject to lawful arrest).
3. Supervisor involvement. BPD employees who are unsure how to proceed in a given situation should immediately contact a supervisor for guidance, provided this does not unreasonably prolong the stop.

Comment: As noted above, the BPD does not participate in civil immigration enforcement and expects its members to try to complete their law enforcement duties (e.g., issue a traffic citation) swiftly and safely and move on, leaving immigration enforcement to the appropriate authorities. Maintaining focus on state or local enforcement serves to build and maintain community confidence in the BPD.

D. **Additional restrictions**. In addition, BPD employees shall not:

1. Initiate or prolong stops to allow federal immigration authorities to investigate suspected civil immigration violations.
2. Hold people for, or transfer people to, federal immigration agents, unless the agents provide a judicial warrant for arrest.
3. Stop, detain, arrest, or transfer someone on the basis of requests from federal immigration agents such as "administrative warrants" and "immigration detainers." Such requests have not been issued or reviewed by a neutral magistrate and do not

have the authority of a judicial warrant. They do not meet the probable cause requirements of the Fourth Amendment and Article 11 of the Vermont Constitution and are therefore not a lawful basis to arrest or detain anyone.

4. Request or accept assistance from federal immigration authorities for interpretation services, unless a clear emergency requires it and qualified interpretation services are not available through any other means.
5. Conduct or participate in enforcement activities intended to locate and detain undocumented immigrants without reasonable suspicion or probable cause of a crime, unless acting in partnership with a federal agency as part of a formal agreement entered into by the governor.
6. Facilitate the detention of individuals by federal immigration authorities for suspected civil immigration violations.
7. Share any information (other than information regarding citizenship or immigration status) about an individual with federal immigration authority, unless there is justification on the grounds of:
    a. Public safety or officer safety (articulable risk of physical injury to subject, officer, or third party), and state and local authorities are unable to provide urgent assistance in time
    b. Law enforcement needs that are not related to the enforcement of federal civil immigration law (e.g., the individual may be a human trafficking victim, a crime victim, or witness entitled to a T, U, or S vias)

    Prior to providing such information[3], BPD employees shall consult with a supervisor if available, unless doing so would unreasonably extend the individual's custodial detention.
8. Contact federal immigration authorities to determine an individual's identity, unless the individual does not present an acceptable form of identification and the BPD employee has reason to believe that such authorities will be able to verify the individual's identity.
    a. The individual's personal characteristics are not a reason to believe that federal authorities will be able to verify the individual's identity.
    b. BPD employees shall not provide any information except information necessary to establish identity. For example, a BPD employee shall not provide the location of the individual.
9. Accept requests by federal immigration authorities to support or assist in civil immigration enforcement.

VII. RESPONDING TO BIAS-BASED REPORTS OR REPORTS REGARDING BIAS FROM THE COMMUNITY

A. **Biased-based calls for service**. If any BPD employee receives a call for service that appears to be based solely on an individual's perceived personal characteristics or citizenship or immigration status, the BPD employee will attempt to ascertain if there are

[3] BPD employees should understand that disclosures regarding citizenship and immigration status, when unnecessary for state/local law enforcement purposes, may compromise the BPD's ability to cultivate and maintain trust with community members and foster positive relationships benefiting all Vermonters.

other circumstances or facts that would constitute reasonable suspicion or probable cause. If the complainant can offer no further information, the complainant will be advised that the shift supervisor will be in contact at the first opportunity.

B. **Correcting bias**. The shift supervisor should attempt to familiarize the caller with the BPD's Fair and Impartial Policing policy. If the caller is concerned about the person's perceived citizenship or immigration status, the caller should be advised that the BPD does not have authority to investigate or enforce civil immigration law.

C. **Documentation**. At the conclusion of the call, the shift supervisor will document the contact by making a Valcour incident categorized as "Community Outreach."

D. **Hate-motivated incident**. If a BPD employee receives a report of a potentially biased or hate-motivated incident, the BPD shall either dispatch an officer to evaluate the complaint or refer the caller to the Officer in Charge (OIC).

VIII. TRAINING

A. **Training compliance**. The BPD will ensure that, at a minimum, all employees are compliant with Vermont Criminal Justice Council and legislative requirements regarding fair and impartial policing training.

B. **Additional training**. Additional trainings may include but not be limited to instruction on anti-bias, power and privilege, non-English speaking communities, undocumented communities, and victim/witness services.

IX. ACCOUNTABILITY AND COMPLIANCE

A. **Complaints**. The process for making a complaint shall be readily available to the public. Reasonable efforts should be made to accommodate language barriers. See DD40.

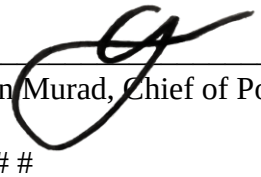
B. **Reporting**. All BPD employees are required to report allegations, complaints, or knowledge of biased policing or suspected violations of this policy promptly to their supervisor via the BPD's internal complaint process in compliance with DD40 and DD43. Where appropriate, employees are required to intervene at the time the biased policing incident occurs.

C. **Act 56 compliance**. State law requires all Vermont law-enforcement agencies to conduct valid investigations of alleged biased law enforcement, even if the named member or employee resigns. Effective July 1, 2018, the BPD is required to report to the Vermont Criminal Justice Council instances in which officers have willfully engaged in biased law enforcement or substantially deviated from policies prohibiting such enforcement. The

Vermont Criminal Justice Council may, in turn, impose sanctions up to revocation of officers' certification.[4]

D. **Disciplinary action**. Violations of the policy shall result in appropriate disciplinary action as set forth in the BPD's rules and regulations, specifically DD40. Supervisors shall ensure that all employees in their command are familiar and in compliance with the content of this policy. Supervisors will be alert for and respond to indications of potential biased policing.

Required by the State of Vermont on September 01, 2024.



Jon Murad, Chief of Police — October 01, 2024 Effective Date

# # #

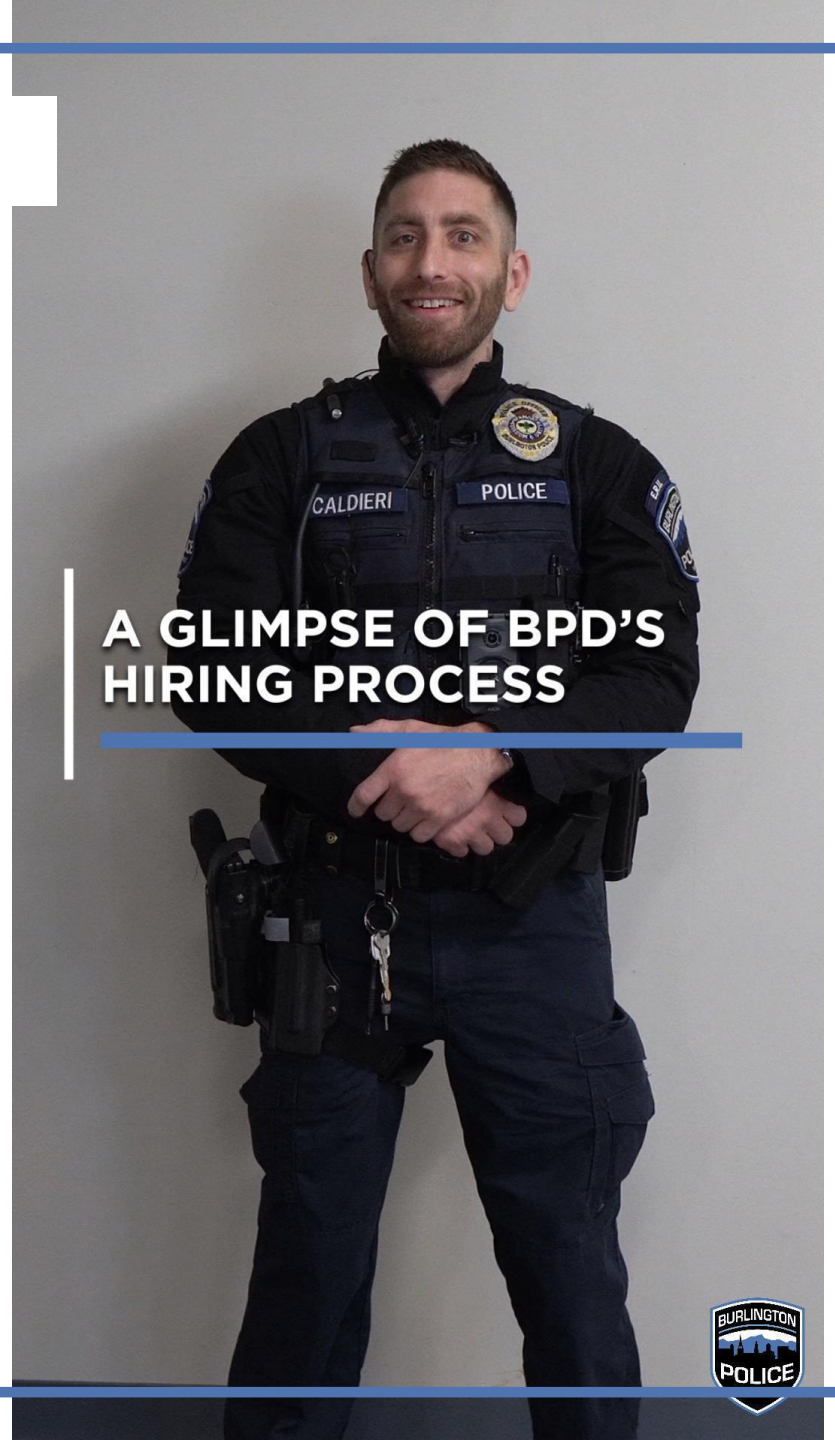
[4] See VT Act 56 (2016), codified in 20 V.S.A. § 2401(2)(D) (biased enforcement as Category B unprofessional conduct), § 2403 (duty to report to Council), § 2404 (duty to investigate), and § 2406 (Council-issued sanctions).

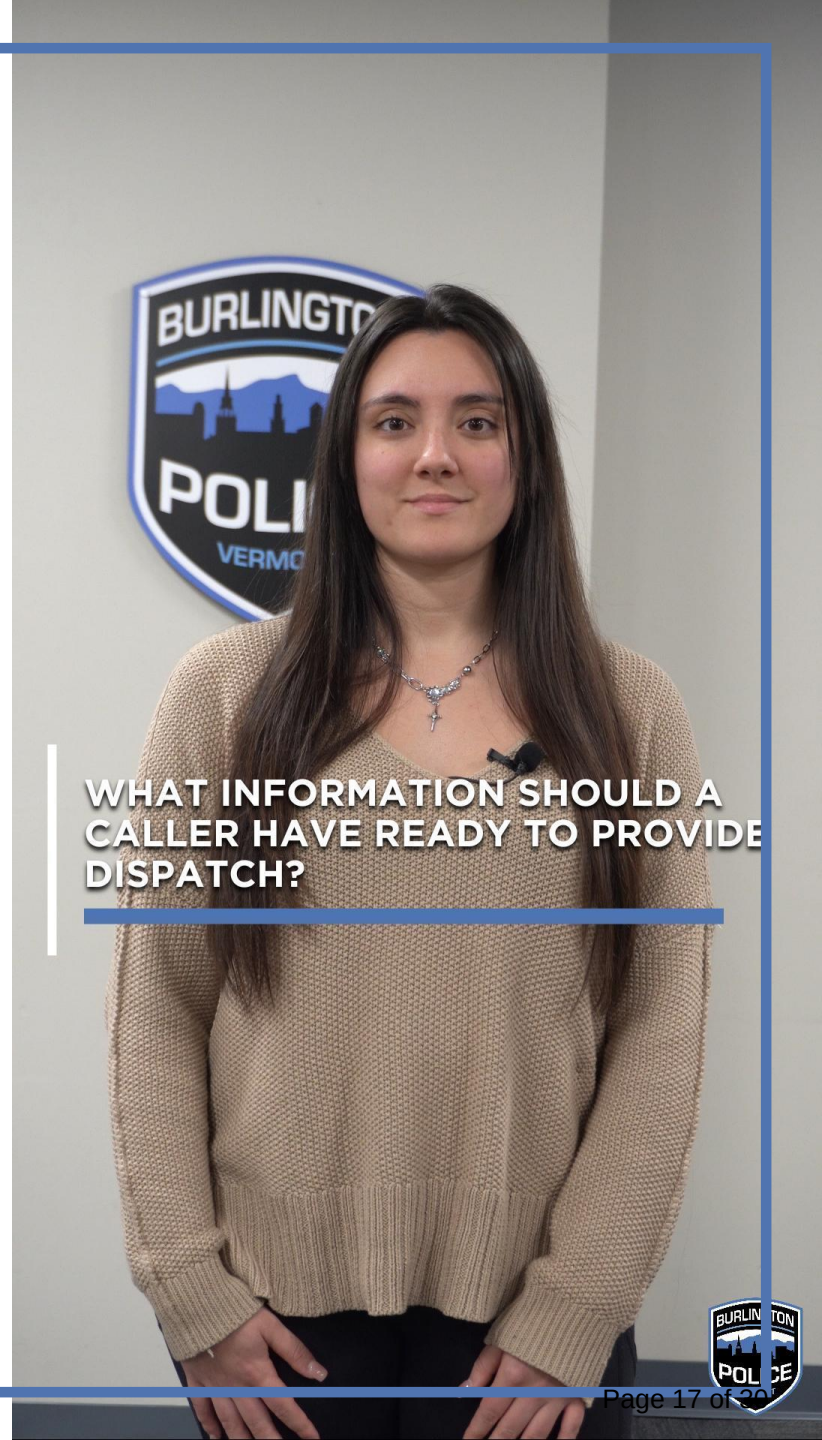
BURLINGTON POLICE CHIEF'S REPORT

March 2025

Mar 25, 2025 – all data preliminary & subject to change

DIGITAL SHORTS





Mar 25, 2025 – all data preliminary & subject to change

WOMEN'S HISTORY MONTH

Nationally, 13.8% of police officers are women. The BPD is doing a bit better—20.6% of our current sworn officers are women. Since 1996, 20.4% of our hires have been women, although that's fallen a bit since the defunding vote: of the 32 sworn officers BPD has hired since July 01 2020, six have been women, or 18.8% This is why we've joined the 30x30 project, which seeks to have 30% of all police hires be women by 2030.

Nationally, 59.9% of civilian police employees are women; in Burlington, that figure is 64.6% (31 of our 48 current professional staff).

Overall, of the BPD's 111 current employees, 44, or 39.6%, are women.

Mar 25, 2025 – all data preliminary & subject to change

802 NEWS WITH MARK JOHNSON

In depth conversations with news makers, news breakers and Vermonters making a difference.

802 News with Mark Johnson

Farewell, Chief Murad

March 05, 2025

Share

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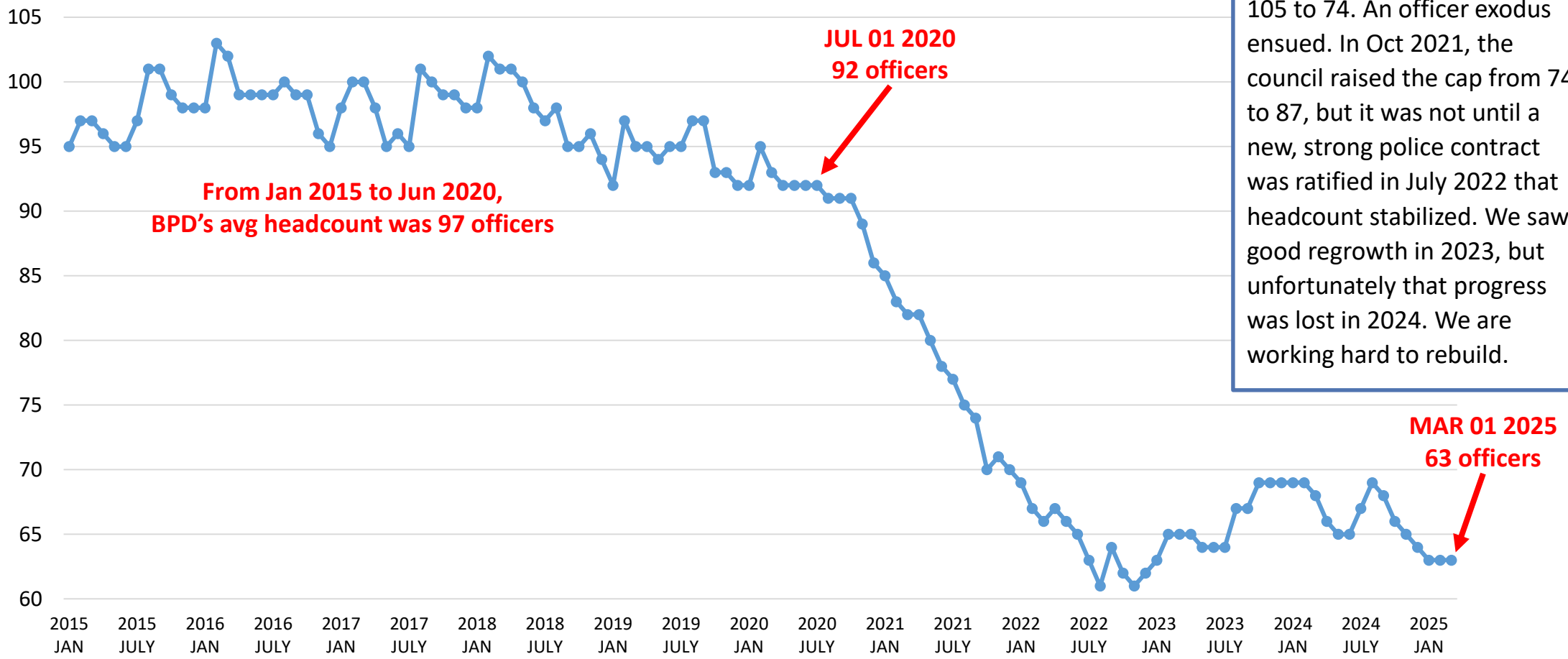
https://www.buzzsprout.com/2246311/episodes/16732366-farewell-chief-murad

BPD SWORN OFFICER HEADCOUNT, 2015-2025

TOTAL SWORN HEADCOUNT, as of the first of each month, month-by-month



In June 2020, the Burlington City Council voted to reduce, by attrition, the BPD's authorized headcount from 105 to 74. An officer exodus ensued. In Oct 2021, the council raised the cap from 74 to 87, but it was not until a new, strong police contract was ratified in July 2022 that headcount stabilized. We saw good regrowth in 2023, but unfortunately that progress was lost in 2024. We are working hard to rebuild.

Mar 25, 2025 – all data preliminary & subject to change

63 TOTAL, 58 EFFECTIVE

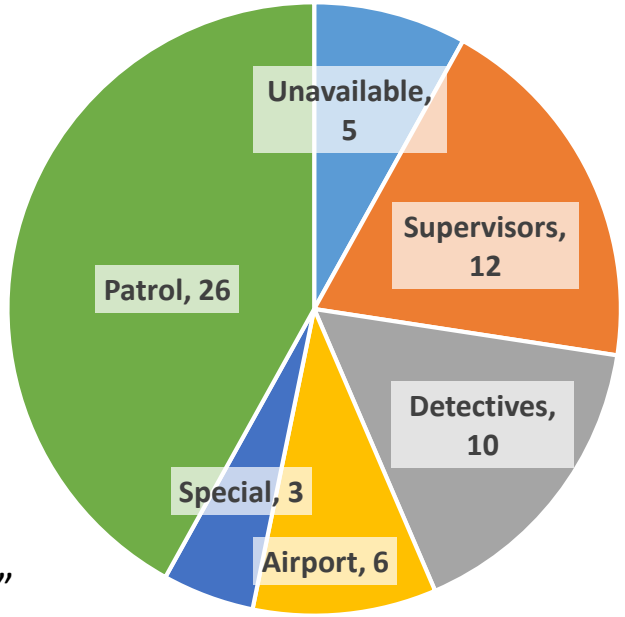
26

officers on Patrol

As of Mar 15 2025, we employ 63 sworn officers. Of those 63, 58 are able to be deployed—i.e., "effective."

Sixty-three as of March 15 2025
minus 5 maternity, military, FTO, etc. = 58
minus 12 supervisors = 46
minus 10 detectives = 36
minus 6 airport officers = 30
minus 3 special assignments = 26

** Domestic Violence Prevention Officer (DVPO), Narcotics Officer, and one Recruitment Officer.*



We also have 6 Community Service Officers (CSOs) and 6 Community Support Liaisons (CSLs).

Mar 25, 2025 – all data preliminary & subject to change

PUBLIC SAFETY ROLES UNIQUE TO BPD

Public safety is more than police. When sworn-officer staffing began to fall, Chief Murad created the 2021 Public Safety Continuity Plan. That plan augmented an existing non-sworn role:

- **Community Service Officers** (CSOs),

These are unarmed, unsworn officers who answer quality-of-life calls for service. BPD currently has six employees in the role, and **the budget allots us 11 CSOs and one CSM** (or Community Service Manager). The role is also a stepping stone to becoming a police officer. Four of our current police officers first served as CSOs.

BPD currently has 6 CSOs and 6 CSLs

Chief Murad's 2021 Public Safety Continuity Plan also created a brand new social-service role:

- **Community Support Liaisons** (CSLs)

CSLs are embedded social workers with expertise in mental health, substance-use disorder, and homelessness. **BPD currently has six CSLs**, our full allotment. There is also one CSS (or Community Support Supervisor). The CSLs are the core of our new **CAIP division (Crisis, Advocacy, Intervention Programs)**, which also includes mental health clinicians in our **Burlington CARES** team (Crisis Assessment, Response, Engagement Services).

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THE PRIORITY RESPONSE PLAN

PRIORITY 1	High priority.
PRIORITY 2	Middle priority. (*) = situationally dependent; some may be Priority 1 or Priority 3.
PRIORITY 3	Low priority. Response may be delayed based on officer availability; may receive a CSO response.

With staffing down and incident volume up, the BPD had to create the Priority Response Plan. It husbands resources while remaining true to our duty to prioritize our **NEIGHBORS' PHYSICAL SAFETY** and their sense of safety. **The Plan goes into effect when two or fewer sworn police officers are available for response; when that happens, Priority 2 and Priority 3 incidents get "stacked" and do not receive an in-person response**. When three or more officers are available, they are dispatched to all incidents regardless of Priority category.

Incidents labeled "CSO" or "CSL" initially receive a response from a CSO or CSL, rather than a sworn officer, unless the incident evolves in a way that changes its category or requires a sworn officer.

Incidents labeled "ONL" (for "Online Only") are to be diverted to an online reporting function. Note that larcenies and retail thefts are NOT supposed to be online reports.

Additionally, during daytime weekday hours when DSB detectives are available, **DSB will handle untimely deaths**.

911 Hangup	
Airport AOA Violation	
Airport Duress Alarm	
Airport PHASE	
Alarm *	
Alcohol Offense	CSO
Animal Problem	CSO
Arrest on Warrant	
Arson	
Assault - Aggravated	
Assault - Simple	
Assist - Agency	
Assist - Car Seat Inspection	CSO
Assist - K9	
Assist - Motorist	CSO
Assist - Other	
Assist - Public	
Background Investigation	
Bad Check	ONL
Bar / Liquor License Violation	
Bomb Threat	
Burglary *	
CHINS	
Community Outreach	
Compliance Check	
Computer Crime	ONL
Contributing to Delinquency of Minor	
Counterfeiting	ONL
Crash - Fatality	
Crash - Injury to person(s)	
Crash - LSA *	
Crash - Non-Investigated	CSO
Crash - Property damage only	CSO
Cruelty to a Child	
Cruelty to Animals	CSO
Custodial Interference *	
Disorderly Conduct *	
Disorderly Conduct by Elec Comm	ONL
Disturbance	
DLS	
Domestic Assault - Felony	
Domestic Assault - Misd	
Domestic Disturbance	
Drugs	
Drugs - Possession	
Drugs - Sale	
DUI	
Eluding Police	
Embezzlement	ONL
Enabling Consumption by Minors	
Encampment Outreach	CSL
Encampment Policy	CSL
Escape	
Extortion	ONL
False Info to Police	
False Pretenses	ONL
False Public Alarms	
False Swearing	
Fireworks	CSO
Foot Patrol	
Forgery	ONL
Found/Lost Property	CSO
Fraud	ONL
Fugitive From Justice	
Graffiti Removal	
Hindering Arrest	
Homicide	
Identity Theft	ONL
Illegal Dumping	CSO
Impeding a Public Officer	
Impersonation of a Police Officer *	
Inciting a Felony	
Intoxication	CSO
Investigation - Cold Case	
Juvenile Problem *	
Kidnapping	
Larceny - from a Building	
Larceny - from a Motor Vehicle	
Larceny - Other	
Larceny from a Person	
Lewd and Lascivious Conduct	
Lockdown Drill	
Mental Health Issue *	
Minor in Possession of Alcohol	
Missing Person	
Motor Vehicle Complaint	CSO
Neighbor Dispute	CSL
Noise	CSO
Obstruction of Justice	
Operations	
Ordinance Violation - Other	CSO
Overdose	
Parking	CSO
Possession of Stolen Property	
Prescription Fraud	ONL
Prohibited Acts	
Property Damage	CSO
Reckless Endangerment *	
Recovered Property	CSO
Resisting Arrest	
Retail Theft	
Roadway Hazard	
Robbery	
Runaway	
Runaway Apprehension	
Search	
Search Warrant	
Service Coordination	CSL
Sex Offender Registry Violation	
Sexual Assault	
Sheltering/Aiding Runaway	
SRO Activity	
Stalking	
Stolen Vehicle	
Subpoena Service	CSO
Suicide - Attempted	
Suspicious Event *	
Theft of Rental Property	ONL
Theft of Service	ONL
Threats/Harassment *	
Traffic	
Trespass *	
TRO/FRO Service	
TRO/FRO Violation	
Unlawful Restraint	
Untimely Death	DSB
Use of Elec Comm to Lure a Child	
Uttering a Forged Instrument	ONL
Vandalism	ONL
VIN verification	CSO
Violation of Conditions of Release *	
Voyeurism *	
Weapons Offense	
Welfare Check *	

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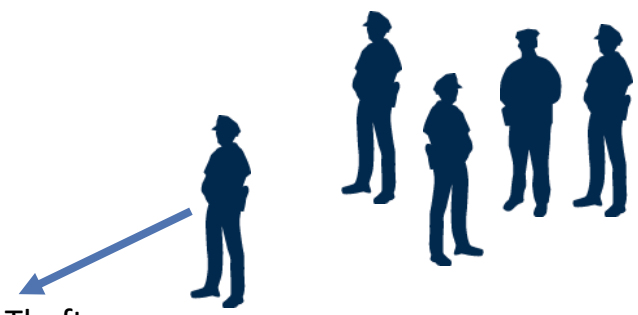
HOW THE PRIORITY RESPONSE PLAN WORKS

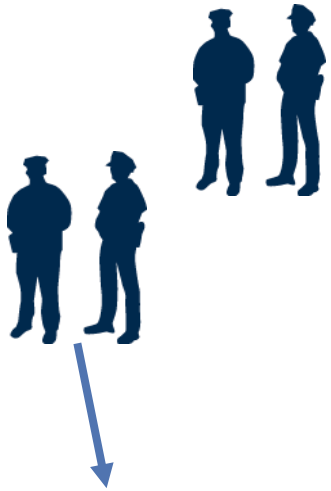
When only two or fewer officers are available, the Priority Response Plan goes into effect.

1. In this example, there are five non-supervisory officers assigned to the day shift. They respond to every call for service in the order the calls come in.

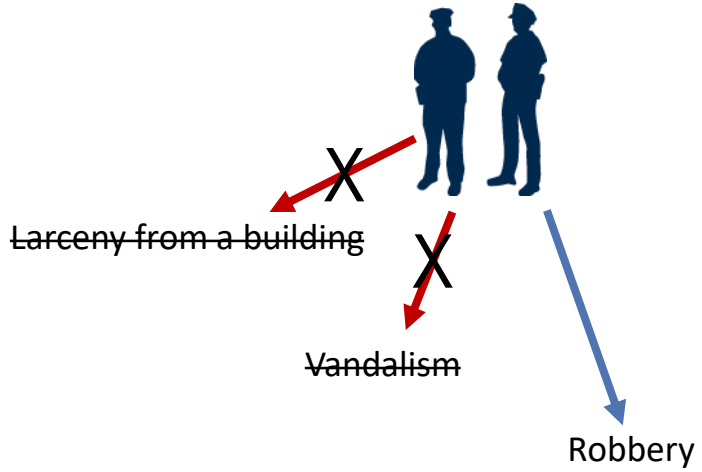
2. Dispatch receives a call about a retail theft, which is a Priority 3 call for service. Officer 1 responds, leaving Officers 2, 3, 4, and 5 available.



3. Officers 2 and 3 are dispatched to a Domestic Assault call, which, like most Priority 1 incidents, requires a two-officer response. Now only Officers 4 and 5 remain. At this point, the Priority Response Plan goes into effect.



4. Officers 4 and 5 have to remain available in case of a Priority 1 life-safety incident like a robbery. If anything other than a Priority 1 comes in—a report of vandalism or a larceny, for example, which are Priority 3 calls—the call will be "stacked" until more than two officers are once again available.



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INCIDENT VOLUME

	YTD INCIDENTS (as of 3/15)	%Δ
2020	5,352	100%
2021	3,239	↓40%
2022	3,602	↑11%
2023	4,524	↑26%
2024	5,142	↑14%
2025	**5,227**	↑2%
	Δ 2020 to 2025:	↓2%

It should be noted that not all incidents are crimes. They are more accurately "calls for service." As shown on a previous slide, there are more than 100 categories of incident. The fact that incidents are up does not necessarily mean that crime is up; as the next slide shows, some categories of criminal incident are up and some are not.

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SELECTED VALCOUR INCIDENTS, YTD AS OF MARCH 15

	Assault - Agg	Assault - Simple	Burglary	Crash w Injury or Fatal	Disorderly Conduct	Domestic Assault*	Domestic Disturb	Gunfire	Larceny (all)**	Mental Health Issue	Nonfatal Overdose ***	Robbery	Sexual Assault	Stolen Vehicle	Traffic
2020	11	31	16	13	25	7	116	1	95	187	24	3	16	11	578
2021	7	16	10	8	14	5	94	2	114	153	18	2	9	12	184
2022	11	21	43	15	18	9	102	1	125	199	17	4	5	31	164
2023	4	30	30	16	15	13	88	1	222	195	60	0	4	73	113
2024	12	30	37	17	12	5	92	3	230	179	44	2	7	40	261
2025	**8**	**26**	**23**	**22**	**14**	**13**	**62**	**0**	**220**	**199**	**52**	**7**	**4**	**44**	**244**

* = combines incidents categorized as “Domestic Assault – Felony” and “Domestic Assault – Misdemeanor”
** = combines incidents categorized as “Larceny from a Person,” “Larceny – from a Building,” “Larceny – from Motor Vehicle,” and “Larceny – Other”
*** = fatal overdoses are categorized separately from nonfatal overdoses, and are aggregated with all other “Untimely Death” incidents.
NOTE: All categories shown year-to-date, through March 15 of their respective year
NOTE: These data are derived from Valcour incidents. Valcour is the BPD’s computer-aided dispatch and records-management system (CAD/RMS). Most incidents are initially categorized by dispatch according to the information provided by a caller; the category may be changed by the officer or employee who responds to the scene and/or the detective who takes the case. Offense data and/or NIBRS data may differ.

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THE BPD IS HIRING!

$74,415 to $82,084
starting pay*

$100,000
top pay

and a $15,000
hiring bonus

- City retirement with 5-year vesting
- Shift differential, weekend, and holiday pay
- **full medical benefits** and wellness incentives
- Retirement after 20 years of service at 50% salary
- Retirement after 25 years of service at 75% salary
- 15-step pay scale for non-supervisory employees
- Overtime can be received as cash or vacation accrual
- **10-hour workday, 4-days-on/3-days-off schedule**
- **Weekends off every other month**
- Yearly education bonus
- Beards and tattoos permitted
- Various **specialty assignments** such as detectives, narcotics, K9, domestic violence prevention, airport
- **Applicant can be a non-U.S. citizen** if applicant is a permanent resident / green-card holder

*depending on experience

www.bpdcareers.com

COMMENDATIONS RECEIVED FROM THE PUBLIC
February 2025

#1
Good evening,

I wanted to pass along feedback I received from a client this evening about the engagement they had with Officers Huynh and Officer Costanzi. The Client expressed to me that they had left the ED and was unhappy with the care they had received. The Client had expressed SI earlier in the day and was decompensating. My understanding is that security may have called dispatch requesting support. The Client shared "the two officers that I spoke with were amazing, they were understanding, compassionate and I felt they really wanted to help me.

I was able to follow up with the Client this evening and they reported doing much better. Often, I feel that the Mental Health folks receive the credit when folks begin the journey to better mental health. That does not tell the true story. When Clients receive care such as this person did it us fundamental in that healing as well. A bad experience with BPD last night may have changed the course of this person's day.

Burlington is lucky and blessed to have the Officers that they have, I am happy that I get to see that firsthand every day.

Be safe all

#2

One of my neighbors had been experiencing a severe mental health crisis which resulted in several incidents in the building that caused extreme distress to everyone who lives here. This situation went on and intensified over several days. I was in the community room when 3-4 officers arrived after the 4th false alarm incident. All the officers spoke calmly, listened to her and stayed calm as she started to get aggravated with them. They assured her that they were here for her safety and wanted to assist her in getting whatever help she felt she needed. They did not contradict her. They also calmly explained that pulling the fire alarm was not the best way to get help and that calling 911 or First Call crisis services was the most effective way. They made every effort to understand her and support her while most of what she was saying was very obviously delusional and she was clearly in a manic state. At all times, they treated her with respect. Due to this incident, I got to witness police officers deescalating an intense situation and doing everything they could to not add more trauma on top of what already

existed. I wish I'd gotten the names of any/all responding officers, but I know that can easily be determined by the details of my comments. Extreme kudos and deep gratitude to all BPD staff involved in responding to this situation throughout the several days that it transpired. Wishing all peace and safety always…Jackie Leman

#3

I parked my car in the garage at BTV and flew out to attend a work event. While traveling, I received an alert from my car's app that two of my windows were opened, which was not the case when I left the garage. I assumed it was a software glitch but was also concerned that my car may have been broken into. With that concern, I called the Airport Police and spoke with Officer Thayer, and asked if by chance there were routine patrols in the garage, and if so, whether they could just take a moment and look in the area in which I was parked. I was a bit stressed that I'd be coming back to a car with smashed windows and that had been ransacked. Officer Thayer was kind enough to offer to walk over to my car and personally inspect it, and call me back letting me know that there were no issues. He certainly didn't have to do that, and I very much appreciate his kindness and going beyond his normal duties by doing so. He was also personally very pleasant on the phone and very understanding. So, I just wanted to take a moment to thank him, and by extension the BPD, for the help and kindness.

Paul Tripi

#4

I am so proud of our brave police officers! We are so very lucky to have you protecting our community. I had tears in my eyes today watching all of you run toward a potentially very dangerous situation at ** & was impressed & amazed at how well you handled it. It was very well orchestrated. A lot of people & moving pieces & parts & yet it went down smooth as silk. Your response was exactly what we needed! Again, so incredibly proud of all of you. Thank you for all that you are & all that you do! Magnificent souls, each of you.

#5

We have had numerous issues with this property for close to three years now…I want to express my gratitude to every officer who participated today. It takes courage and skill. Thank you very much.

#6

The BPD and the DEA carried out a successful and very professional raid on ** today. All who were arrested were given blankets for warmth and treated with respect while being interviewed. Thank you, BPD. You have the support of the residents on **.

#7

While waiting for my departing flight at Burlington Airport, I witnessed two uniformed officers with a very intoxicated man. I was impressed with how kind they were to the individual, while also ensuring his safety and the safety of those in the area. They handled the situation so well and with such compassion that I felt compelled to let you all know.

****redacted for privacy.**

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