



Police Commission

Tuesday, December 16, 2025, 6:00 PM, Zoom/Queen City Room City Hall

When: Dec 16, 2025 06:00 PM Eastern Time (US and Canada)

Topic: Police Commission

Join from PC, Mac, iPad, or Android:

<https://us02web.zoom.us/j/81975239656>

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+1 689 278 1000 US

+1 719 359 4580 US

+1 253 205 0468 US

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Webinar ID: 819 7523 9656

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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 (Time Limited 10 Minutes)

3.1. The public is invited to address the Commission

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

4.1. Chief's Report

5. Commission Business (Time Limited 60 Minutes)

- 5.1. Committee Reports from All Committees
- 5.2. Animal Control Committee
- 5.3. Introduction to By Laws Discussion
- 5.4. Retreat Goals Discussion - Spreadsheet

6. Commendations (Time Limited 15 Minutes)

7. Announcement of Next Meeting Date - 1/27/26

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	December 16, 2025 - Police Commission Meeting - Tuesday, December 16, 2025, 6:00 PM, Zoom/Queen City Room City Hall
Category	9. Informational and Non-Discrimination Statements
Department	Council and Board
Type	

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

Members Present: Commissioner Depper, Commissioner Ginorio, Commissioner Finneran and Commissioner Paul

Members Online: Commissioner Cox

Staff Present: Interim Chief Burke present, DC Young present, Command Staff Assistant Shibe Couchman online,

1. Agenda

1.1. Call to Order

Meeting called to order at 6:00 pm by Commissioner Depper.

1.2. Roll Call and Determination of Quorum

Required quorum present.

1.6. Motions for Additions or Modifications to Agenda (Time Limited: 15 Minutes)

N/A

2. Adopt Minutes

2.1. Motion to Adopt Draft Minutes from October 28th, 2025

Moved, seconded, approved unanimously.

3. Public Forum (Time Limited: 10 Minutes)

3.1. The Public is Invited to Address the Commission

N/A

4. Police Department Business (Time Limited: 30 Minutes)

4.1. November 2025 Chief's Report

Charts supported by data shown and explained by Chief Burke.

5. Commission Business (Time Limited: 30 Minutes)

5.1. DD11 Victim-Witness Assistance

Approved and passed by the Commission

5.2. DD44 Community Service Officers

Approved and passed by the Commission

5.3. Complaints Committee

Discussion of the organization for complaints for Committee review.

5.4. Community Meeting Planning Discussion

Town Meeting TV representative speaks to touch on alternative meeting locations.
Commissioner Cox facilitates discussion on meeting in other locations within the City of Burlington.

5.5. December Meeting Date

Commission changes December meeting date to the 16th.

5.6. Discussion of Retreat Themes

Brief overview of retreat notes.

6. Commendations (Time Limited: 15 Minutes)

6.1. Officer Commendations

N/A

7. Announcement of Next Meeting Date

December 16th, 2025.

8. Adjournment

8.1. Motion to Adjourn

The Commission adjourned the public meeting at 7:29pm.



POLICE DEPARTMENT
CITY OF BURLINGTON

December 16th, 2025

Chief's Report – Burlington Police Commission

Personnel: The department has been faced with serious staffing challenges in the Uniform Services Bureau (USB). Currently there are seven employees on long term leave, most of whom are injured.

Despite this, the officers assigned to USB have leaned into the work and continued to serve the community. Additionally, the members of the Drug Unit have stepped up to fill shifts and jump out into the field when needed. Detective Sergeant Phil Tremblay recently recognized these employees - Detectives Ellerman, Corrow, Hartnett and Congdon for their efforts.

Sergeants Eric Kratochvil and Deidre LaCouture completed their field training and are now serving in their new roles in USB – each patrol team in USB has a sergeant. These promotions provide the opportunity for improved mentorship, field supervision, and for the lieutenants to function as watch commanders.

On December 5th, 2025, Detective Lieutenant Michael Beliveau graduated from the [DC Police Leadership Academy](#). The DC Police Leadership Academy (DCPLA) convenes a diverse cohort of emerging leaders with the goal of shaping the future of law enforcement by enhancing their leadership skills.

Lt. Beliveau spent a total of three weeks in Washington, DC, learning alongside a diverse group of law enforcement peers from across the nation and world. The academy combines seminars from leading experts on contemporary policing challenges with exclusive access to sites across the capital to create a truly unique educational experience.

Operations: We have been working closely with our state partners as part of the 14 step plan developed by the Mayor and Governor to address the issues facing Burlington. The Vermont State Police foot patrols of the Church Street Marketplace have been well received in addition to the traffic enforcement efforts of the Department of Motor Vehicles Enforcement team.

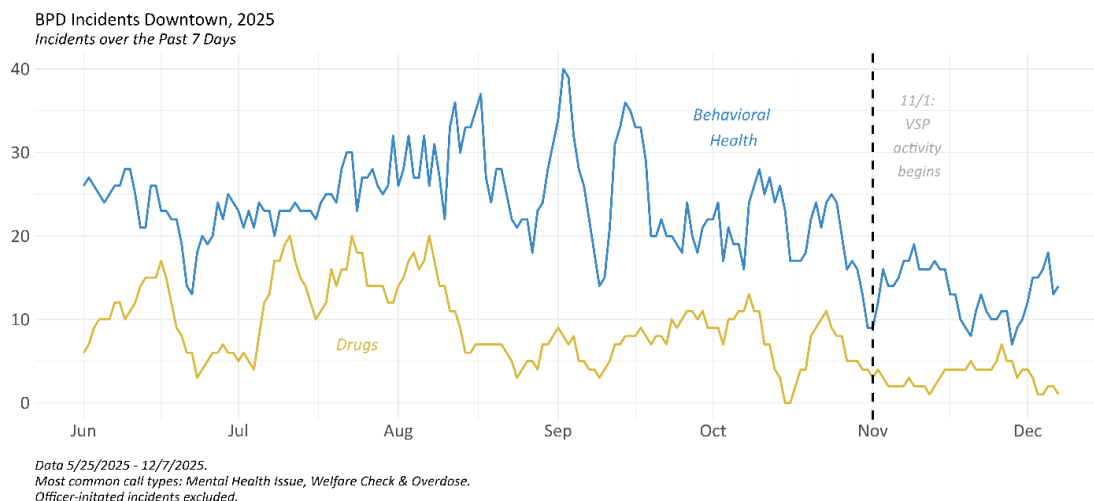
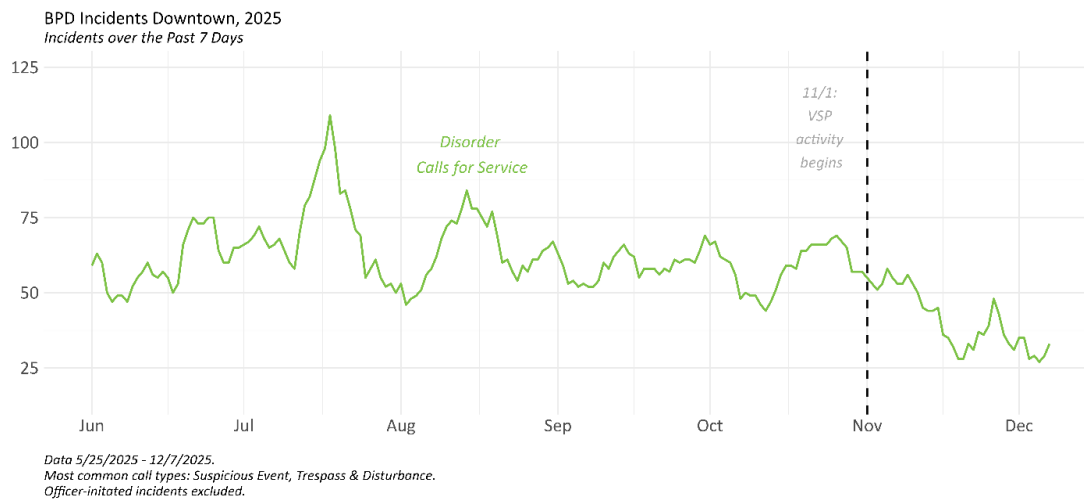
The early onset of winter has substantially curbed much of the behavior that led to the August 2025 Safe and Accessible City Hall Park Resolution. We continue to remain focused on the root causes of the behavior which led to the Resolution and collaborate with both the Situation Table and the newly formed Accountability Docket.



POLICE DEPARTMENT
CITY OF BURLINGTON

Sgt. Oren Bryne led the safety and security operation for the 2025 Holiday Tree Lighting Event. Sgt. Byrne worked closely with a variety of other City Department's to coordinate and execute the safety measures needed for the event. The evening was very well attended and was a great kick off to the holiday season on the Church Street Marketplace.

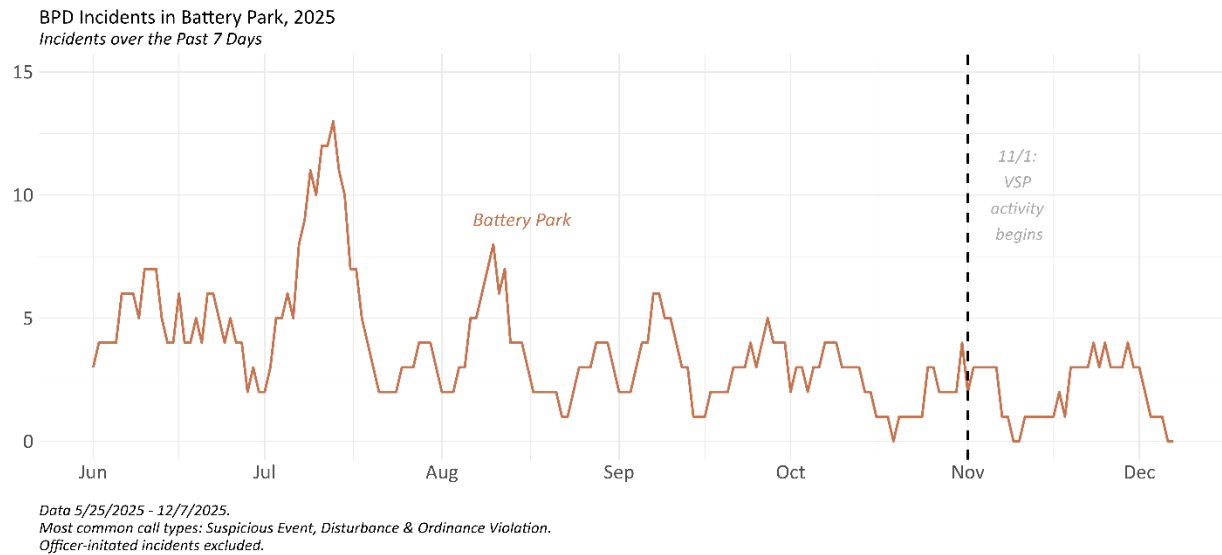
As part of this work the Department of Public Safety (DPS) requested data related to crime and disorder in the downtown district. The following illustrations were developed specifically for DPS:



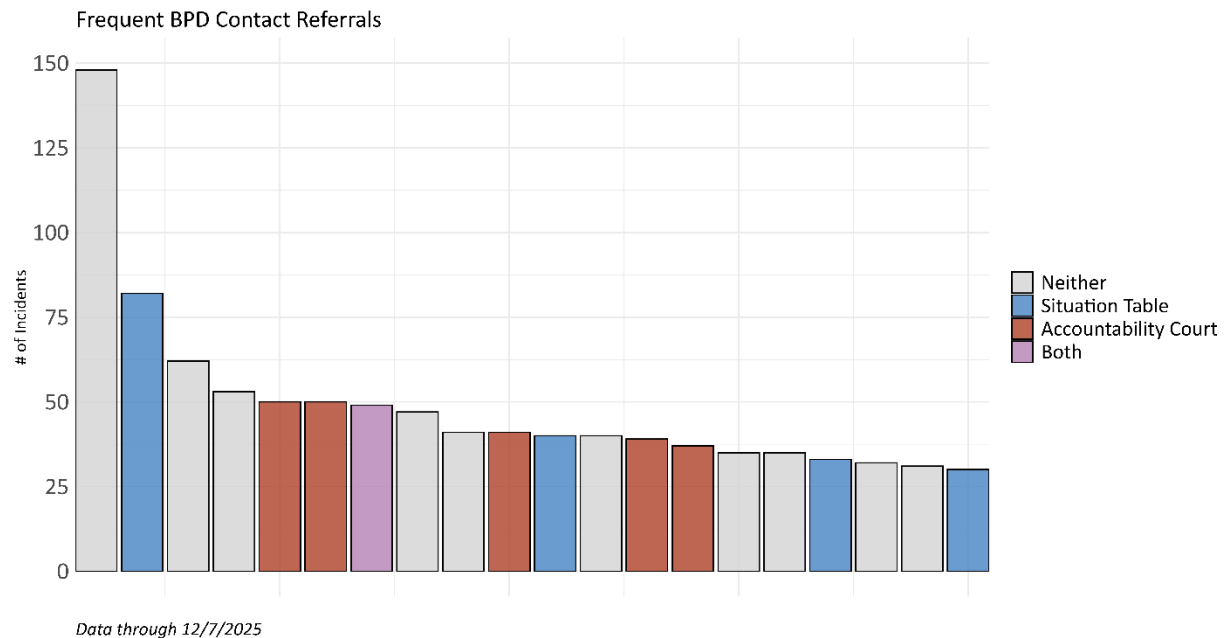


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The following data illustration was developed for activity in Battery Park:



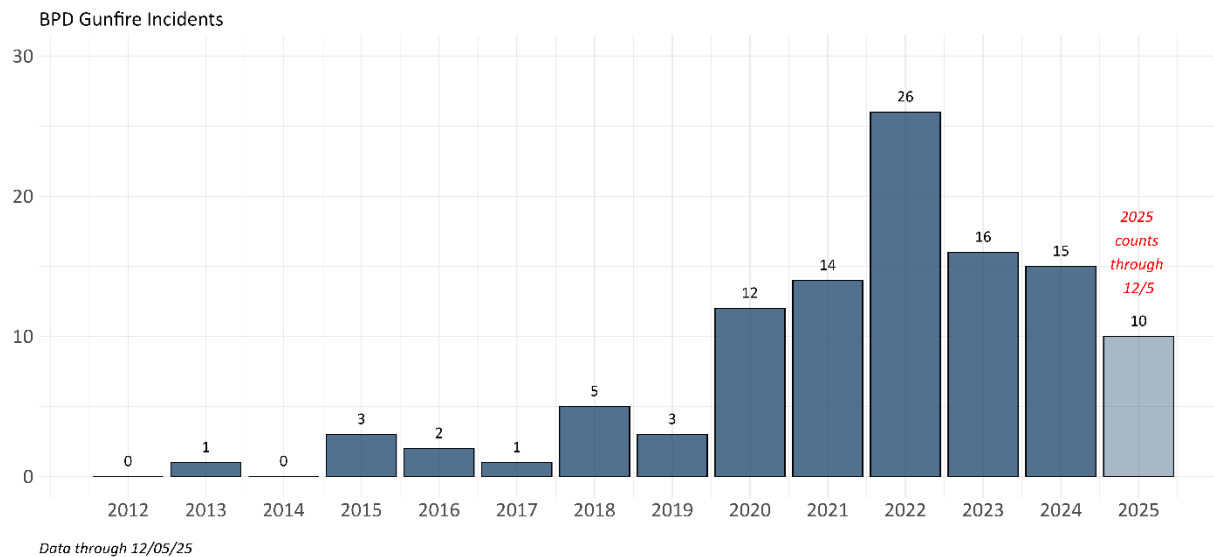
The last illustration captures the “Top 20” people associated with crime and disorder in the downtown district and referrals made:



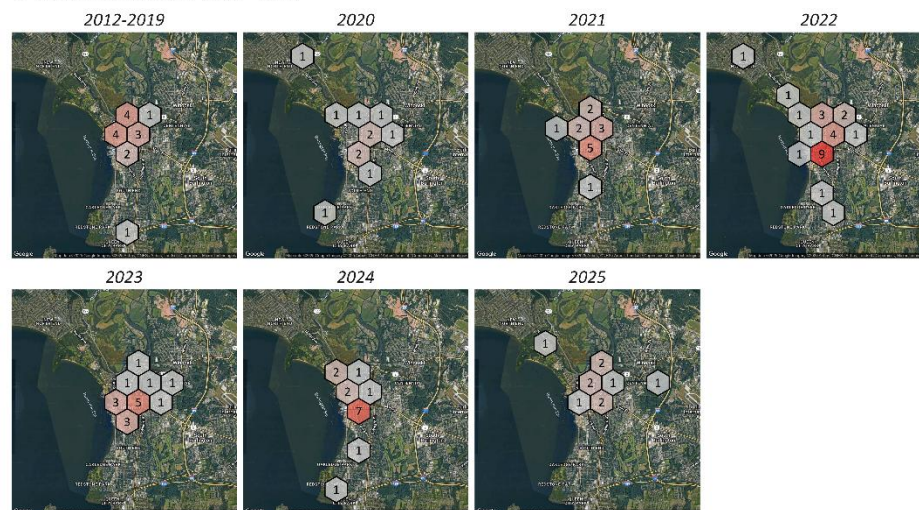


POLICE DEPARTMENT CITY OF BURLINGTON

Lastly, the department developed these illustrations related to gun violence trends in Burlington:



BPD Gunfire Incidents 2012 - 2025



Data through 12/05/25

The department is in the early planning stages of developing a comprehensive 2025 data set for presentation in early 2026.



POLICE DEPARTMENT
CITY OF BURLINGTON

Recruitment: Command staff met with Human Resources to discuss the 2025 Recruitment Strategy which was published in late May. The review identified areas of success and room for improvement moving forward. Key metrics that the team examined included:

Social Media Engagement: Increase engagement across both channels.
Facebook views September – December **872,022**
Instagram views September – December **83,106**

Targeted Marketing: Two ads and two videos were run on digital platforms in specific geographic locations in December resulting in **15,990** impressions.

Application Data: **20% increase** in the number of applications received 2024 – 2025
Cost of advertisement per application received in 2025 - **\$98**

The recruitment team has been tasked with scheduling tabling and career fair events at colleges and universities in early 2026 as seniors begin to look for career opportunities. These recruiting efforts will be focused on police officer and beach and park candidates.

The department will be working closely with Human Resources on both improving the efficacy of our advertisement dollars and increasing the number of police officer applicants.

2025 Reflection: Despite the challenges of being short staffed and navigating the increasingly complex public safety needs of Burlington, many rooted in behavioral health, substance use, and homelessness, our department remains steadfast in its commitment to the community.

Every call, every shift, and every difficult moment reflects the hard work and heart our team brings to this profession. We take pride in serving Queen City, and we remain dedicated to building a safer, healthier, and more resilient community in 2026.

Discussion items from Commission Retreat - November 6, 2025

Guiding Values, Priorities, Goals	Possible Actions/Progress	Possible Further Action	Timeline - report back to Commission	Further updates
Shared Goals Statement - responses to the Question "What makes our time together work?" Mutual respect Coming to the table open and prepared for complicated discussions Material sent in advance for review Fidelity to agenda Efficiency, respect for everyone, understanding Genuine civic mindedness Agenda items being welcomed and encouraged Humor Good time management Saying and sharing more about what you are thinking Assume the best in one another Valuing less formality, more collaboration, more progress, less bureaucracy Valuing greater communication before meetings, more advance work	these 11 items could become a guiding document	appoint an AdHoc to work on this document	January meeting	
Other Goals for the Coming Year 1. Clarity/charge authority over the charter, clarify legal requirements and constraints 2. Clarifying big picture, goals, and strategic, approach each goal in a session - specific timelines 3. Clarify requirements for keeping sensitive information safe 4. By-laws 5. Clarity of the Commission's role and how they impact the Department 6. Understanding how the department works, role of staff 7. Understanding of UOF and understanding when/why/how this is used, situation/position of an officer who needs to use it 8. Aiming for less formality, more collaboration, more progress, less bureaucracy 9. Better communication before meetings, more advance work	Reach out to Hayley for a written opinion This could be part of a strategic plan Reach out to Hayley for a written opinion A priority - review others, research work w/Dept to come up with plan for these three items work w/Dept to come up with plan for these three items work w/Dept to come up with plan for these three items	request a report back for the January meeting appoint an AdHoc to try to form outline for FY2026, report back for March meeting request a report back for the January meeting appoint an AdHoc to try to form an outline for FY2026 for February meeting	January meeting March meeting January meeting February meeting	
Changes to the way the Commission operates: Meetings out in the community, around the city, for better attendance Attend Community Academy Ride alongs Presentations from community groups Role clarity Increasing public engagement, better modes of communication working with the Council Public Safety Committee Strategic Plan clarity about mission, goals, vision	Mary - first presentation November meeting Academy to begin January 7 Formalize a sign-up and aim for all to go by February 1 Discussion - one group every X meetings? this could be helped by work above see above review website for information	follow up in December meeting sign up begins on December 1 aim to all take part by February 1 see above appoint an AdHoc to try to form an outline for FY2026	aim for first such meeting in February agenda item at meetings to recap/update? formalize this in the by-laws/guiding?	