



## **Police Commission**

**Tuesday, February 24, 2026, 6:00 PM, Zoom/Contois Auditorium**

**When: Feb 24, 2026 06:00 PM Eastern Time (US and Canada)**

**Topic: Police Commission**

**Join from PC, Mac, iPad, or Android:**

**<https://us02web.zoom.us/j/85723762504>**

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### **1. Agenda**

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**1.1. Call to Order**

**1.2. Roll Call and Determination of Quorum**

**1.3. Additions or Modifications to Agenda**

### **2. Adopt Minutes**

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**2.1. Motion to adopt previous meeting's minutes**

### **3. Public Comment (Time Limited 10 Minutes)**

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**3.1. The public is invited to address the Commission**

## 4. Police Department Business

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### 4.1. Chief's Report

## 5. Commission Business (Time Limited 60 Minutes)

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### 5.1. Committee Reports from All Committees

#### Complaints Committee

#### General Info

#### Animal Control Committee

### 5.2. Discussion re: joint meeting with REIB and Public Safety

### 5.3. Bylaws discussion

## 6. Commendations (Time Limited 15 Minutes)

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<b>Subject</b>	<b>6.1. Commendations from the public in January</b>
Meeting	February 24, 2026 - Police Commission Meeting - Tuesday, February 24, 2026, 6:00 PM, Zoom/Contois Auditorium
Category	6. Commendations (Time Limited 15 Minutes)
Department	Police Department
Type	
Recommended Action	

## 7. Announcement of Next Meeting Date - 3/24/2026

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## 8. Adjournment

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### 8.1. Motion to Adjourn

## 9. Executive Session

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### 9.1. Executive Session

## 10. Informational and Non-Discrimination Statements

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<b>Subject</b>	<b>10.1. 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.</b>
Meeting	February 24, 2026 - Police Commission Meeting - Tuesday, February 24, 2026, 6:00 PM, Zoom/Contois Auditorium
Category	10. Informational and Non-Discrimination Statements
Department	Council and Board
Type	

**Police Commission**  
**Tuesday, January 27<sup>th</sup>, 2026**  
**Remote via Zoom and In-person in Contois Auditorium City Hall**  
**Burlington, Vermont**  
**DRAFT MINUTES**

**Members Present:** Commissioner Depper, Commissioner Ginorio and Commissioner Finneran  
**Members Online:** Commissioner Cox, Commissioner Comerford, and Commissioner Paul  
**Staff Present:** Interim Chief Burke online, Attorney Hayley McClenahan present, Attorney Anthony Iarrapino online, Command Staff Assistant Shibe Couchman online.

**1. Agenda**

**1.1. Call to Order**

Meeting called to order at 6:04 pm by Commissioner Depper.

**1.2. Roll Call and Determination of Quorum**

Required quorum present.

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

N/A

**2. Adopt Minutes**

**2.1. Motion to Adopt Draft Minutes from December 16<sup>th</sup>, 2025**

Moved, seconded, approved unanimously.

**3. Public Forum (Time Limited: 10 Minutes)**

**3.1. The Public is Invited to Address the Commission**

Bill Morris speaks about his concerns about ICE in Burlington.

Councilor Melo Grant also touches on the concern about ICE and future meetings involving herself.

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

**4.1. Annual 2025 Chief's Report**

Charts supported by data shown and explained by Chief Burke and Jeff Nicholson on cumulative 2025 statistics.

**5. Commission Business (Time Limited: 30 Minutes)**

**5.1. Committee Reports from All Committees**

**Grievance Procedure Discussion – General Info**

**Animal Control Committee**

**5.2. Grievance Procedure Discussion**

**5.3. Website Change in Language Discussion**

Proposed

**6. Commendations (Time Limited: 15 Minutes)**

**6.1. Officer Commendations**

Officer Chun recognized.

**7. Announcement of Next Meeting Date**

February 24th, 2026.

**8. Adjournment**

**8.1. Motion to Adjourn**

The Commission adjourned the public meeting at 7:39pm.

# City of Burlington, Vermont

## Board of Police Commissioners

### Bylaws

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## Preamble and Authority

### 1. Establishment and Legal Authority

The Burlington Board of Police Commissioners (“Commission” or “BPC”) is established pursuant to 24 App. V.S.A. ch. 3, §§ 120, 126, 183, and 184 of the Burlington City Charter, and operates under authority expressly granted by the City Council through Charter provisions, ordinances, resolutions, collective bargaining agreements, and Departmental Directives.

These bylaws govern the internal procedures of the Commission and are intended to ensure that Commission actions remain within the scope of authority delegated by law.

### 2. Guiding Principles

In carrying out its duties, Commissioners shall:

- 2.1 Act in a spirit of cooperation and mutual respect toward fellow Commissioners, City staff, Department personnel, and members of the public;
  - 2.2 Come to meetings prepared for open and engaged discussion, having reviewed material available in advance, honoring fidelity and efficiency to the agenda, self-monitoring time management and consideration of colleagues and others, and always assuming the best in one another;
  - 2.3 Comply fully with the Vermont Open Meeting Law (1 V.S.A. §§ 310–314) and the Vermont Public Records Act (1 V.S.A. §§ 315–320);
  - 2.4 Conduct themselves in a fair, impartial, and unbiased manner, particularly when acting in an adjudicatory or appellate capacity; and
  - 2.5 Consider fairly the interests of individuals and organizations affected by Commission actions, consistent with the Commission’s limited and delegated role.
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## **Purpose and Goals**

### **3. Commission Purpose**

The purpose of the Commission is to exercise those responsibilities related to police oversight, policy review, disciplinary appeals, and community accountability that are delegated by the City Council or conferred by law, while preserving the operational authority of the Chief of Police except where otherwise provided.

### **4. Commission Goals**

The goals of the Commission are to:

- 4.1 Promote fairness and impartiality in public safety;
- 4.2 Contribute to transparency and accountability in policing; and
- 4.3 Provide structured community feedback and oversight to improve public safety and build trust between the Burlington Police Department (“BPD”) and the community.

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## **Powers and Responsibilities of the Commission**

### **5. Powers and Responsibilities**

The Burlington City Charter and City Council policy, gives the Commission the following duties and responsibilities:

- 5.1 To provide civilian oversight and assist in management of the Burlington Police Department as directed by statute, ordinance, and the Burlington City Council;
- 5.2 Initiate, when needed, audits, reviews, and evaluations of policies, directives, or data regarding discipline, racial disparities, or other Commission priorities;
- 5.3 To hear any appeal of a decision by the police chief to dismiss, suspend, or demote an officer. The board of police commissioners shall hear any appeal filed in a timely manner with respect to such actions of the chief and may affirm, modify, or vacate the decision;

- 5.4 To approve the chief's appointment of limited and special police officers for a period not to exceed one year;
  - 5.5 Oversee animal control policy;
  - 5.6 Review citizen complaints against BPD and review chief's response to citizen; and complaints.
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## **Officers of the Commission**

### **6. Chair (or Co-chair) and Vice-Chair (if no co-chair)**

- 6.1 At the July organizational meeting each year, the Commission shall elect a Chair (or co-chair if so deemed by the Commission) and a Vice-Chair (if the Commission does not appoint a co-chair) from among its members by majority vote.
- 6.2 Nominations may be made by any Commissioner, including self-nominations.
- 6.3 The Chair and Vice-Chair shall serve for one year or until successors are elected.

### **7. Duties of the Chair (or hereinafter Co-chairs)**

The Chair shall:

- 7.1 Preside over all meetings of the Commission and rule on questions of order and procedure;
- 7.2 Shall conduct the meetings with efficiency, respect for all Commissioners, mindful of time management, allowing all Commissioners to be heard and doing their best to see that all Commissioners' perspectives are respected;
- 7.3 Together with all Commissioners and allowing time for input with agenda items being welcomed and encouraged, set and publish meeting agendas, including required recurring items such as the Chief of Police report, policy matters, use-of-force reports, and commendations, as applicable;
- 7.4 Ensure that meetings are properly noticed and conducted in compliance with the Vermont Open Meeting Law;
- 7.5 Serve as a spokesperson, clearly and purposefully acknowledging other points-of-view that have been publicly expressed and allowing other Commissioners notice, when practicable, when speaking about actions, policy recommendations and matters of public interest as well as acknowledging any personal views,

- 7.6 Write the Commission’s Annual Report and distribute a draft to the full Commission allowing ample time for review and input as well as securing each Commissioner’s signature on said report which is required by the City Council;
- 7.7 Oversee the accurate preparation and public posting of meeting minutes;
- 7.8 Ensure that executive sessions are convened and conducted strictly in accordance with 1 V.S.A. § 313, and that no matters beyond those noticed are discussed; and
- 7.9 Ensure that no major policy recommendation, complaint determination, or communication to the Mayor or City Council is issued without approval of the Commission as a whole.

**8. Duties of the Vice-Chair**

The Vice-Chair shall:

- 8.1 Perform the duties of the Chair in the Chair’s absence, recusal, or incapacity;
- 8.2 Assist the Chair in carrying out administrative and procedural responsibilities as requested; and
- 8.3 Assume the duties of Chair on an interim basis if the Chair resigns, until a new Chair is elected by the Commission.

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## **Meetings**

**9. Regular and Special Meetings**

- 9.1 Regular meetings shall be held at a publicly accessible location and noticed in accordance with the Vermont Open Meeting Law.
- 9.2 In consultation with the entire Commission, the Chair may cancel a regular meeting when necessary, provided public notice is given through the City and Commission website.
- 9.3 The Chair may call special meetings of the Commission, provided at least 24 hours’ notice is given to each Commissioner and the public, and provided that a quorum of Commissioners is able to attend.

**10. Agenda and Meeting Conduct**

- 10.1 Commissioners are encouraged to submit proposed agenda items to the Chair at least five calendar days before a scheduled meeting with reasonable and pertinent requests honored.
- 10.2 Once an agenda is posted, amendments may be made only by a two-thirds vote of Commissioners present.
- 10.3 Supporting documents shall be distributed to Commissioners and the Chief of Police or designee not less than two calendar days before the meeting, when practicable.
- 10.4 Meetings shall generally be conducted in accordance with Robert's Rules of Order, unless otherwise determined by the Chair.

## **11. Public Participation**

- 11.1 Members of the public are encouraged to attend all public meetings.
- 11.2 During public forum, members of the public shall be permitted to speak for up to three minutes unless amended by majority vote of the Commission. It is the responsibility of the presiding officer to monitor all public comment and the Commission reserves the right to allow said officer to address comments that are disrespectful, personal to a member of the Commission, department or other members of the public, or run counter to responsive public engagement.
- 11.3 Dialogue with the public shall occur only when authorized by the Chair or by majority vote of the Commission.

## **12. Attendance**

In-person attendance is encouraged. When it is necessary for Commissioners to participate in meetings via zoom, Commissioners will make every attempt to do so with their cameras on. More than six absences (meaning a meeting not present for either in person or via zoom or electronic means) in a calendar year may result in a recommendation by the Chair, after discussion with said Commissioner to the City Council for removal.

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# **Committees**

## **13. Standing and Ad Hoc Committees**

- 13.1 Committee work shall be distributed among Commissioners when practicable.
- 13.2 The Commission as a whole will discuss the appointment of members to standing and ad hoc committees and as a general rule, appointments will be done on a

volunteer basis. The Chair will do their best to elicit members to serve including serving on such committees themselves.

**14. Citizen Complaints Subcommittee**

14.1 The Chair shall appoint at least two Commissioners to the Citizen Complaints Subcommittee; the Chair or Vice-Chair may serve as a member.

14.2 The Subcommittee shall draft recommendations when directed by the Commission, which shall be subject to full Commission discussion and vote.

**15. Animal Control Committee**

Commissioners shall serve on the Animal Control Committee as required by ordinance and assignment.

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## **Conflicts of Interest**

**16. Recusal and Disclosure**

In accordance with City Charter § 133, a Commissioner shall disclose actual or perceived conflicts of interest and shall recuse themselves from participation when required. Any Commissioner is encouraged to confidentially consult with the City Attorney should they require advice on this matter.

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## **Amendment of Bylaws**

**17. Amendment**

These bylaws may be amended by majority vote at a duly warned meeting, consistent with the Vermont Open Meeting Law.



POLICE DEPARTMENT  
CITY OF BURLINGTON

## COMMENDATIONS RECEIVED FROM THE PUBLIC

January 2026

**#1**

Dear Sital,

On behalf of KidSafe Collaborative and the Child Protection and Family Support Team, I would like to express my deep appreciation for your exceptional support during our meeting.

Your role in providing transportation and additional interpretation support was absolutely central to making this meeting possible. Without your involvement, the parent's ability to attend, participate, and feel safe and supported would have been significantly diminished. You did far more than help someone get to a meeting and sit next to them. You ensured that they arrived feeling welcomed, accompanied, and emotionally cared for.

Throughout the meeting, your presence and support were essential. The calm reassurance and emotional grounding you provided to the parent allowed them to fully engage in a difficult and vulnerable conversation. Your ability to recognize what was needed in the moment – comfort, compassion, clarity, and advocacy – made a meaningful difference for everyone involved. It was clear that many members of the team looked to you for guidance, and they followed the example you set in how to best support the family.

Although the actions you took fall within your professional role, the way you carried them out was truly exemplary. You demonstrated the highest standard of what a Community Support Liaison can be: a trusted partner, a cultural and emotional bridge, and a steady source of strength for families and professionals alike. Your contributions transformed the tone and effectiveness of this meeting: without you, we would have faced greater logistical barriers, emotional uncertainty, and significantly less connection.

I was an honor to work with you during this meeting. Please accept this formal letter of thanks as recognition of your extraordinary commitment, your compassion, and your vital role in supporting both the family and the team.

With sincere appreciation,  
Megan Masterson



POLICE DEPARTMENT  
CITY OF BURLINGTON

**#2**

Kudos to "Dwayne" an outstanding member of the BPD.

On 1/08 I was cleaning snow at my residence. Vehicle stopped and questioned if I would like help. Dwayne introduced himself, picked up a shovel and cleared snow down to the pavement. Then inquired if I had salt for walkway. No visible wings but I felt God wink.

Seniors aren't neglected by this gentleman. He made my day! Thank you for giving me the opportunity to express my appreciation.

-Jane Fitzpatrick

**#3**

Dear Kyle,

Thank you so much for taking me on a ride along. I'm sorry it took a while to send this note; unfortunately the city email servers weren't communicating properly for several weeks with BPD emails.

It's so helpful for me to see how our officers are staffed and supported and what you are facing every night. The impact of substance use and mental health are so clear. Thank you for staying in the thick of this with us. Please reach out anytime with issues or ways I can help.

-Evan Litwin

**\*\*redacted for privacy.**

**###**