



BURLINGTON POLICE DEPARTMENT
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Michele Asch, Chair
Board of Police Commissioners

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MEETING OF THE BOARD OF POLICE COMMISSIONERS
BURLINGTON POLICE DEPARTMENT, COMMUNITY ROOM, ONE NORTH AVENUE
December 10th, 2019, 6:00 PM

Pending

AGENDA

1. Additions or Modifications to Agenda
2. Public Forum
3. Chief's Report
4. Task Force Update
5. Approval of Directives
 - DD02.1 Shift Assignments, Areas, Supervision, Notifications
 - DD02.2 Grooming, Uniforms, Equipment
 - DD42.1 Access Cards and Facility Access
6. Use of Force Data
7. Commendations
8. Commissioners' Updates/Comments
9. Consent - Minutes of Previous Commission Meeting – October 22nd
10. Next Meeting's Agenda Items
 - Next meetings scheduled for January 28th
11. Executive Session (as needed)
12. Adjournment

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BOARD OF POLICE COMMISSIONERS
MINUTES OF MEETING
TUESDAY, December 10th, 2019
Subject to approval

A meeting of the Board of Police Commissioners was held in the Burlington Police Department Community Room on **Tuesday, December 10th, 2019**. Chair Michele Asch called the meeting to order at 6:05 PM.

The following Commissioners were present: Chair Michele Asch, Vice Chair Shireen Hart, Commissioner Randall Harp, Commissioner Jabulani Gamache, Commissioner Yuol Herjok Yuol, and Commissioner Miles. Also present: Chief del Pozo, Deputy Chief Jan Wright, Deputy Chief Jon Murad, Data Analyst Nancy Stetson and Commission Clerk Laura Cheney.

Additions or Modifications to Agenda

None

Public Forum

None

Chief's Report

- The Chief noted that professional researchers from the National Police Foundation designed and administered a text and online survey, on behalf of BPD, to gain insight into the perception of community members toward the Department. The online version will be available in a variety of languages. Self-selection will be an issue, but this is an opportunity to gain insight without a cost to the city.
 - Commissioner Harp inquired about how this survey has been advertised and encouraged a further push.
 - Possible outlets: Community centers, store fronts, schools, Migrant Justice, Black Lives Matter, multicultural liaison at the schools
- Commissioner Yuol inquired about any age requirements.
 - There are none.
- We have two recruits that have just graduated from the VPA and have begun field training.

Task Force Update

- Commissioner Gamache noted that the committee has an extension for reporting to the City Council until the beginning of February. We have been asked to narrow the focus to Use of Force and Community Oversight. We expect to begin formulating recommendations at the next meetings.
- The next meeting is December 17th, at 5:45, in Conference Room 12 at City Hall. The public is always welcome.

Directive for Approval: DD2.01, DD2.02, DD42.1

- DC Murad noted all changes requested at the last meeting we expect to be included.
- DC Murad noted one addition to allow officers to wear black snow pants, weather dependent.
- Commissioner Harp asked for clarification on shift scheduling and concern about officers with familiarity in a certain area being moved to another area.
 - DC Murad noted that the time of shifts is important to officers as well.

Commissioner Gamache motioned to approve directives, Vice Chair Hart second, all approved.

VOTING: Unanimous, All directives pass

Use of Force Data

[Presentation of 2019 Use of Force Report](#)

- Commissioner Harp asked if there is any consistency in reporting across the state.
 - No, but there is an effort to introduce legislation around consistent reporting statewide.
- Commissioner Harp asked if we could look into data around specific officer's use of force, anonymously.
 - It is possible.
- Commissioner Harp asked if there is any random auditing of officers report of use of force. Particularly, are there patterns of levels of resistance being assigned differently to individuals of certain demographics.
 - Yes, a supervisor reviews every use of force report.
 - It is built into the contract to randomly review body camera, but every report of force is reviewed and if there are any questions, the camera footage is further reviewed.
- Commissioner Harp noted that there are more display of firearm against black people, and asked if there is a way of seeing if those instances are worthy of a secondary review.
 - We could do a closer review of firearm display in general, especially given there are very few.
- Commissioner Harp would like a further understanding of incidents involving firearms that do/do not involve search warrants.
- Commissioner Harp noted that he is not suspect of the data or officers use of force, but would like to ensure we are using and analyzing the data the best we can to identify any patterns or incidents that could have been handled differently.

Commendations

- Several from the previous month were shared.
- BPD is working on ways to further distribute these in the community.

Commissioners' Updates/Comments

- Commissioner Harp brought up concern around a community member raising concerns about Chief del Pozo and that the Commission should be aware.

Consent Minutes of October 22nd Meeting

Commissioner Harp motioned to approve the minutes; second by Vice Chair Hart.

VOTING: Unanimous, minutes approved.

Next Meeting Date and Agenda Items

- Next meeting scheduled for January 28th
- Items: Task Force Update

Executive Session

Chief del Pozo requested a discussion of a disciplinary issue.

Motion by Commissioner Harp to move to Executive Session, second by Vice Chair Hart.

VOTING: Unanimous, regular meeting adjourned at 7:28pm.

Adjournment

Motion by Commissioner Gamache to come out of executive section, second by Vice Chair Hart.

Motion by Commissioner Gamache to adjourn, second by Vice Chair Hart.

Adjourned at 9:25pm

Respectfully Submitted,

Laura Cheney
Executive Assistant to the Chief of Police
Clerk of the Police Commission

12/11/2019