



Police Commission Meeting - Tuesday, August 23, 2022 @ 6:00 pm. **Hybrid Meeting: In-Person & Virtual**** via ZOOM 8/23/2022**

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Generated by Mohamed Ibrahim on Wednesday, August 24, 2022

Commissioners present

Stephanie Seguino, Jabulani Gamache, Melo Grant, Shireen Hart, Suzy Comerford, Jack Keefe and Kevin Garrison.

Also Present

Shannon Trammell, Mohamed Ibrahim, Anthony Larrapino, Jon Murad and Wade Labrecque

1. Agenda

1.01 Adopt the agenda

Meeting called to order at 6:06pm.

Motion to adopt the agenda: Commissioner Seguino. Seconded: Commissioner Comerford.

Agenda was adopted unanimously with no amendments.

1.02 Chief's report (15 min)

The Commission has requested that Acting Chief Murad provide information that responds to the questions below.



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1. How are CSLs, CSOs, and officers being deployed? In particular, provide information on call volumes by time of day and the number of CSLs, CSOs, and officers deployed at those times of day.
2. Regarding hiring, how is BPD coordinating with the City HR office to promote diversity in hiring. Describe the proposed recruitment coordinator position.
3. There is now funding for 12 CSOs with 6 slots filled. Describe how this group is or will be managed. Is there a staff or sworn officer who manages this group?
4. The CNA report proposed 12- hour shifts. Can you describe how this was incorporated into the new BPOA contract?

Commissioner Seguino noted the Commission's new format for the Chief's report. The Acting Chief is requested to respond to Commissioner questions on policing issues during the time allotted for the chief's report, with any data posted to Board Docs.

Acting Chief Murad indicated he was unable to answer that question because the City's data analyst was no longer with the City.

Commissioner Grant requested that the Co-Chairs in their meeting with the Mayor raise the issue of resources for the Department to be able to access data required to report to the Commission on deployment patterns.

On the second question, Acting Chief Murad responded that we work with HR department to leverage HR networks, and we suggested some HR entities to use when posting new vacancies. Recruitment coordinator position will be posted soon.

On the issue of the 12 CSOs (the third question), Acting Chief Murad indicated there would be a supervisor assigned to oversee this group. (Mohamed, please check the video to make sure I got that right). It was also noted that CSOs work evening shifts until 2 am.

On the question regarding the adoption of 12 hour shifts as recommended in the CNA report, Acting Chief Murad noted the new BPOA contract allows this under emergency conditions only.

Commissioner Seguino asked for information on the establishment of a CAHOOTS-type model in Burlington and the status of the RFP requesting proposals for this program.

Acting Chief Murad indicated that the city received only 1 proposal, and that the budget exceeded the allotted funds. The City is looking into financial support from the state. There is no timeline on this.

Commissioner Comerford asked about the increasing gun fire incidents.

Acting Chief Murad confirmed that these incidents are on the rise.

2. Public Forum

Infinite Culcleasure: Delivered a thanks to the Commission for its oversight work.

Jacob Shoman: Commented on an incident on Main St in which a Black man was arrested, taking place on August 14, 2022.



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He noted that as a licensed EMT, he offered to check on the wellbeing of the arrestee, but was told to move on by the officers. He also registered concerns that the police had humiliated the arrestee.

FaRied Munarsyah: Commented on the same incident. He believes that de-escalation techniques were not used in dealing with the arrestee. He indicated he had witnessed the same behavior from the BPD officers in many previous incidents.

3. Commission business

3.01 Election of chairs

Co-Chair Gamache called for nominations.

Commissioner Comerford nominated Jabulani Gamache & Stephanie Seguino as Co-Chairs and Shireen Hart as a Vice Chair.

Commissioner Garrison seconded the motion.

The motion passed unanimously.

3.02 Approve minutes from regular commission meeting May 24, 2022





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Co-Chair Gamache moved to approve the minutes, seconded by Commissioner Garrison.

The motion passed with 6 yeas and 1 abstention.

3.03 Approve minutes from regular commission meeting June 28, 2022

Co-Chair Gamache moved to approve the minutes, seconded by Commissioner Garrison.

The motion passed with 6 yeas and 1 abstention.

3.04 Approve minutes from regular commission meeting August 3, 2022

Co-Chair Gamache moved to approve the minutes, seconded by Commissioner Hart.

The motion passed unanimously.

3.05 Annual Report

Co-Chair Seguino made a motion to adopt the annual report and submit it to the City Council and Mayor. Co- Chair Seguino encouraged the public to read the annual report to be aware of the changes in the role of the police commission in police oversight. Commissioner Seguino delivered a verbal thanks to Commissioners for their efforts in producing the report.

Annual report highlights:

- - The report summarizes the disposition of 55 complaints in FY22.



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- It documents the Commission's work in revising policies.
- For the first time, the Commission's annual report includes goals for the coming year.
- The report also summarizes Commission reports and comments on the draft ordinance on police oversight.

Action: Motion to approve the report was made by Co-Chair Seguino and seconded by Commissioner Hart. The motion passed unanimously.

3.06 Mental health and complaint policy updates

Commissioners Hart and Comerford will provide a report by the September 2022 meeting on progress made revising department directives related to mental health.

Co-Chair Seguino summarized progress made on revising the complaint policy:

- - Complainant's demographic information will now be collected on the complaint form.
 - A survey of complainants was sent out to learn how the process could better meet the needs of complainants.
 - The Commission will develop a flow chart for the community to clarify the review process for complaints.

3.07 Attorney Iarrapino, Commission's Conflict Counsel on new BPOA contract and changes to complaint policy.

Attorney Iarrapino delivered his presentation, noting changes to the new BPOA contract that affect the Commission's work and access to information stemming from investigations. In addition, Attorney Iarrapino noted that there was nothing in the contract that precluded a change to the complaint policy to allow complaints to be made public once identifying information is removed.

3.08 Use of force report

Co-Chair Seguino asked DC Labrecque about what department directive references protocols for high risk motor vehicle stops (and in particular that fire arms be drawn).



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DC Labrecque indicated that it is not a department level policy but rather training the officers receive at the police academy.

Co-Chair Seguinto: Is there any documentation the Commission can review in regard to police procedure in high risk motor vehicle stops?

DC Labrecque: You have to contact Vermont Police Academy for their training regime and patrol procedures.

Commissioner Hart requested that use of force reports reflect all incidents that occurred since the previous Commission meeting rather than in the previous month.

DC Labrecque said the software would not permit that.

Co-Chair Seguinto requested that all such incidents that occurred since the last meeting at least be listed, even if not summarized.

DC Labrecque indicated the best he could do is to indicate the incident number, age and race of the person/subject and number of officers were involved but no narrative on the use of force itself.

Co-Chair Seguinto requested that videos for incidents 11 and 14 be shared with Commissioners.

Commissioners Hart and Grant asked that the BPD work to change the expiration date on videos, since 3 days is too short a time for Commissioners be able to view videos.

DC Labrecque: No, he will not assign videos for more than 3 days. He will not assign them for 30 days.

Co-Chair Seguinto asked for his reasoning to not to assign the videos for 30 days. DC Labrecque said it was way too long for videos to be out there. Co-Chair Seguinto indicated that the Commission will take this up with the Mayor.

3.09 Commissioner comments





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Commissioner Grant asked Acting Chief Murad what is being done to address the number of gun fire incidents. She suggested looking into gun buyback programs and greater community engagement, especially with parents and with Burlington High School.

Acting Chief Murad did not support gun buyback programs. Acting Chief Murad said that BPD wants to engage the community and he's hopeful that BPD can make some announcements in the future about ideas in regards to engaging the community.

Commissioner Hart asked about bike and car thefts. Acting Chief Murad indicated the City is sponsoring a website for residents to register their bikes

3.10 Setting agenda for next meeting

Commissioner Comerford agreed to take over organizing the educational component of Commission meetings.

Commissioners who attended the mental health summit will report on that at the next meeting.

4. Anticipated Executive Session

Executive session was held after this meeting at 8:15 as scheduled.

No Action.

5. Adjournment

5.01 Motion to Adjourn

Meeting was adjourned at 9:30pm.





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