



BURLINGTON POLICE DEPARTMENT

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Board of Police Commissioners

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**MEETING OF THE BOARD OF POLICE COMMISSIONERS
BURLINGTON POLICE DEPARTMENT, COMMUNITY ROOM, ONE NORTH AVENUE
May 22, 2018, 6:00 PM**

AGENDA

1. Additions or Modifications to Agenda
2. Public Forum
3. Chief's Report
4. BPD Annual Goals & Assessment Review and Approval
5. Review of Incoming Correspondence
6. Update on Process involving Officer Complaints
7. Commissioners' Updates/Comments
8. Update on Vicious Dog Hearing
9. Civilian Oversight of Police & Procedure for Addressing Allegations of Misconduct
 - Seven Days Article: [Oversight Unseen: Who's Watching the Vermont Police?](#)
10. Use of Race Data in Traffic Stops as a Tool for Supervision
 - [A Deeper Dive into Racial Disparities in Policing in Vermont](#) by Stephanie Seguino
11. 2017-2018 Annual Police Commission Report Due to City Council
12. Consent Agenda – Minutes of Previous Commission Meeting
13. Next Meeting's Agenda Items and Date
14. Executive Session {As needed}
15. Adjournment

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BOARD OF POLICE COMMISSIONERS
MINUTES OF MEETING
TUESDAY, May 22, 2018
Approved

A meeting of the Board of Police Commissioners was held in the Burlington Police Department Community Room on **Tuesday, May 22nd, 2018**. Chair Kemp Longmore called the meeting to order at 6:07 PM.

The following Commissioners were present: Chair Christine Kemp Longmore, Vice Chair Shireen Hart, Commissioner Robert Simpson, Commissioner Michele Asch, Commissioner Peter Bahrenburg, Commissioner Nyree Miles and Commissioner Jim Dunn. Also present: Chief del Pozo, Deputy Chief Jan Wright, Lt Mike Warren, Corporal Kratochvil and Police Commission Clerk Laura Cheney.

Additions or Modifications to Agenda:

~None

Public Forum:

~Wanda Hines attending to be informed and supportive.

~Jackie Lehman works for the Howard Center, and has extensive experience and training in crisis response. Her hope is to help make sure community members in crisis are given the support they need.

~Wafiq relayed concern that racism remains a serious problem in Burlington and needs to be addressed to find solutions.

~Commissioner Asch noted Wafiq's concerns and the challenge of changing community attitudes.

Chief's Report:

~Chief del Pozo noted that we had a successful Community BBQ that was well attended and overwhelmingly positive experience. The ERV was onsite.

~Commissioner Dunn asked for clarification regarding officers driving the ERV during patrol.

~Chief del Pozo noted it is an extended Ford F550. For the most part, we've had a positive response. It will be central at the Vermont City Marathon.

~Next week, the Chief will be at PERF, the Police Executive Research Forum, in part to introduce Best Practices in Managing the Opioid Epidemic. The document he will present was a collaboration of public health officials and chiefs to build a strategy to redefine the standard of care for police departments nationally in handling the various elements of the opioid crisis.

~Major Jonas, Vermont State Police, reported on the Vermont Police Academy entrance exam. The VSP, in collaboration with BPD, have questioned the validity and fairness of the test, in particular the unnecessarily complicated wording and the timing. The requested changes have been approved and implemented. The April and May test have had better passing rates, including people of color.

~DC Burke, will be leaving to become the Chief of South Burlington Police Dept. The BPD is accepting internal and external applicants. The community and the Police Commission will be involved in the process of hiring.

~Lt Warren noted that Fair and Impartial Police training will begin next week and involve various scenarios regarding immigration related situations, followed by discussion and training.

BPD Annual Goals & Assessment Review and Approval

Updated Document: Approved BPD Annual Goals & Assessment

~Chief noted maintaining and improving programs will be the focus.

~Once approved, the report can be posted under special reports on the BPD website for transparency.

~Chair Longmore requested noting that the BPD continues to partner with CALEO and regularly participates in meetings to address racism and have discussion around this.

~Commissioner Asch requested noting that complaints have risen, in part, because we have made it easy for folks to give them.

~Commissioner Asch motioned to approve, Vice Chair Hart seconded, all commissioners voted in favor with changes noted above, so approved.

Review of Incoming Correspondence:

~Clerk Cheney noted the BPD Facebook has received wonderful engagement from the community regarding the hard work of officers.

Update of Process Involving Officer Complaints:

~ Commissioner Asch met with the public safety committee and noted one of the best practices relayed to her is to meet with administration regarding officer complaints, similar to the existing process at the BPD.

~Chair Longmore Kemp remarked that she feels there could be something much more robust, but acknowledged the improvement in civilian oversight at the BPD.

Commissioners' Updates/Comments:

~Chair Longmore noted that Randall is here to consider joining the commission.

~Vice Chair Hart noted she is disappointed that Chair Longmore will not be looking to stay with the commission.

Update on Vicious Dog Hearing:

~Vice Chair Hart noted the order has been finalized and passed on to DC Wright. Once it is delivered to the parties, it will become public.

Civilian Oversight of Police & Procedure for Addressing Allegations of Misconduct

➤ Seven Days Article: [Oversight Unseen: Who's Watching the Vermont Police?](#)

~Commissioner Simpson requested examples of what Chair Longmore is looking to see for review.

~Commissioner Asch expressed concern about comments made in the Seven Days article.

~Commissioner Dunn shared this concern. He noted the varying degrees of civilian oversight and the need to determine where we want to be in order to report to the city council on how to move forward. Furthermore, we need to ensure the public is aware of what we are doing so there is no confusion or misunderstanding of the roll of the commission. One model to consider is SPAC in handling internal investigations.

~Commissioner Asch made note that the Chief reports to the Mayor, not the commission.

~Chief del Pozo noted that every internal investigation has been brought to the commission.

~Commissioner Asch concurred the commission has been made aware of all internal investigations and civilian complaints.

~Chair Longmore noted her particular concern is racial disparities.

~Chief del Pozo noted the impact of transparency. We will be working on a car stop dashboard to provide additional tools for officers.

Use of Race Data in Traffic Stops as a Tool for Supervision

➤ [A Deeper Dive into Racial Disparities in Policing in Vermont](#) by Stephanie Seguino

~Major Jonas reported on the challenges and continued efforts of the VSP in dealing with racial disparities in policing. The VSP works on many levels – more diverse recruits, policies and procedures, more inclusive membership, community engagement/outreach, and training (throughout hiring, pre-basic, and post-basic academy). Following the data collection, VSP administration held conversations with troopers and supervisors to address concerns.

~Chair Longmore questioned the effectiveness of a conversation in tackling these issues.

~Chief del Pozo noted that we have a 40% fewer stops, with no rise in accidents. Regardless of race, with a valid license, individuals have the same chance of getting a warning vs a ticket.

~Katrina, a member of BLM, remarked that people continue to live in fear. She recommended the book "What it means to be white" by Robin DiAngelo.

~Chair Longmore noted we'll continue to have this as an agenda item and the work must continue.

2017 – 2018 Annual Report

~Vice Chair Hart will wait for the data at the end of the fiscal year and take on completing the annual report.

Consent Agenda – Minutes of Previous Commission Meetings: April 17th Minutes

~Vice Chair Hart motioned to accept, Commissioner Asch seconded, all Commissioners voted in favor, minutes approved.

Next Meeting's Agenda Items and Date:

~June 26th next meeting

~Update on 2017-2018 Annual Report

~Tour of ERV

~Possible Drone demo

~Update on Process involving officer complaints

~Update on civilian oversight – Review of article: Citizen Oversight Committees in Law Enforcement

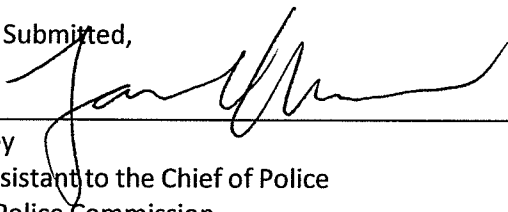
Executive Session:

~ none needed

Adjournment:

~ Vice Chair Hart motioned to adjourn, Commissioner Dunn seconded. Adjourned at 8:07 PM.

Respectfully Submitted,



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

5/29/2018