



Police Commission Meeting **VIRTUAL Wednesday, April 28, 2021 @ 6:00 pm 4/28/2021**

Police Commission Meeting **VIRTUAL Wednesday, April 28, 2021 @ 6:00 pm (Wednesday, April 28, 2021)**

Generated by Shannon Trammell on Monday, May 3, 2021

Members present:

Jabulani Gamache, Melo Grant, Randall Harp, Shireen Hart, Stephanie Seguino

Also Present:

Chief Jon Murad, Deputy Chief Sullivan, Commission Clerk Shannon Trammell

Counsel Present:

Attorney Eileen Blackwood

Meeting called to order at 6:02 pm.

1. Agenda

Procedural: 1.01 Call to Order

Procedural: 1.02 Roll Call and Determination of Quorum

Commissioner Kerin Durfee has accepted position as City of Burlington HR Director and will not be able to serve on the Commission anymore.

Action, Procedural: 1.03 Additions or Modifications to Agenda

remove agenda item 5.04

Motion by Stephanie Seguino, second by Jabulani Gamache.

Final Resolution: Motion Passes

Aye: Jabulani Gamache, Melo Grant, Randall Harp, Shireen Hart, Stephanie Seguino



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2. Commission Actions

Action, Procedural, Minutes: 2.01 Approve the Minutes from 3/23/2021
Approve the minutes from 3/23/2021 as posted

Motion by Stephanie Seguino, second by Jabulani Gamache.

Final Resolution: Motion Passes

Aye: Jabulani Gamache, Melo Grant, Randall Harp, Shireen Hart, Stephanie Seguino

3. Public Forum

Procedural, Discussion: 3.01 The Public is invited to speak regarding issues of interest for the Commissions consideration
The Commission heard from the following members of the public:

Grace Ahmed - spoke in favor of the Ralph Jean-Marie resolution.

Lee Morrigan - spoke in support of the Ralph Jean-Marie resolution and read a statement from Ralph Jean-Marie's family.

Liz Curry - spoke in favor of the Ralph Jean-Marie resolution.

Andrew Kranichfeld - spoke in support of the Ralph Jean-Marie resolution.

Meg Cline - spoke in support of the Ralph Jean-Marie resolution

Karli Robertson - spoke in favor of the Ralph Jean-Marie resolution.

4. Chief's Report

Discussion, Information: 4.01 Chief's Report

Chief Murad shared the following:

1/1/21 - 4/27/21 - overall incident volume is down 27.8% from the same time period in 2020. April 2021 incidents are slightly higher than April 2020 incidents, and encouraged the Commissioners and Public to review the data on the open data portal, links through BPD page, and directly through the City's website.

Training with Treste Loving has been ongoing and he briefly discussed a few of the recent modules.

The Chief mentioned the rally that was organized in Ralph Jean-Marie's honor a few weeks previously. The organizer and the Chief met prior at the organizer's request to discuss how BPD could be of service.

Sergeant's process that recently took place.

The Chief mentioned the Department-wide meeting that was held earlier that week. In which he discussed the following:

- * plans for training
- * staffing - 2 departures this week. 1 retirement and 1 departure. Were given notice of another intended retirement in the summer. Sworn Officer count is now 80 with 74 effective officers.
- * plans for addressing calls for service and decline in officers.
- * CSO / CSL positions
- * service and expectations for service. For officers to keep in mind that each call they respond to may be their 10th or 100th or 1000th time, but it may be the first time for the person whom they are dealing with and to keep that in mind when responding and with their interactions.
- * data entry and the need for improved data entry and quality control
- * Women In Command Conference follow up



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Commissioner Harp asked the Chief for follow up on the Department's vaccination status and interaction with the public. The Chief explained that any and all employees interacting with the public and in public spaces must still wear a mask, even if they are vaccinated and will follow the City's policy.

Commissioner Harp asked the Chief a hypothetical question if there is a policy violation for mistakenly deploying a firearm instead of a CEW?

Vary different parameters for when you use a firearm vs a CEW. And if one uses one outside of the parameters, then there is a violation of directive and can face consequences. Using the wrong tool when it is not appropriate or necessary is entirely disciplinary-able, and if it includes the use of deadly force can be criminal.

Commissioner Hart acknowledged that several callers spoke to Mr. Jean-Marie, and asked the Chief to speak to if a smaller department were at a dead-end, could they look to other departments for services? Specifically addressing the FBI. Chief Murad mentioned he cannot and will not speak to this case specifically, but mentioned that officers from other agencies help each other out all the time. The state police can also assist with evidence collection or interviews, or cold homicides. He also mentioned that Congress has very clear parameters when the Federal Authority can be used.

Commissioner Harp/Grant requested that the Police Commission be able to participate in the racial equity and bias training.

The Chief stated that the training has been set up with each team so that there is comfortability in discussing and actively participating in the trainings and engage in discussions. He would like an opportunity to think about how this might work with the Commissioners, but that materials that outline this training will be provided to Commissioners.

5. Commission Actions

Action, Discussion, Information: 5.01 Approve Memo on the Mayor's Press Conference Items(Misconduct Policy)

Chair Gamache asked if the Union has any contractual objections to the policy?

Deputy Chief Sullivan stated that the Union has mentioned some objections.

Commissioner Seguino asked for clarification on Item 7. To make disciplinary records public information.

Attorney Blackwood clarified that the process is for the Commission to approve this policy and advance it for the City Attorney's Office to bargain and discuss with the BPOA.

advance this misconduct policy as written to the City Attorney's Office to bargain with the BPOA.

Motion by Shireen Hart, second by Stephanie Seguino.

Final Resolution: Motion Passes

Aye: Jabulani Gamache, Melo Grant, Randall Harp, Shireen Hart, Stephanie Seguino

Action, Discussion, Information: 5.02 Approve Body Worn Camera Footage Release Policy

Amend document to delete the note after paragraph 1C from this policy and address the release/viewing of video to Commissioners separately.

Motion by Stephanie Seguino, second by Shireen Hart.

Final Resolution: Motion Passes





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Aye: Jabulani Gamache, Melo Grant, Randall Harp, Shireen Hart, Stephanie Seguino

revise language in 1B for video footage to be proactively released in incidents involving the DISCRETIONARY DISPLAY OR DISCHARGE of a firearm or DISCHARGE of CEW, LLIM, etc.

Motion by Randall Harp, second by Stephanie Seguino.

Motion Passes

Aye: Jabulani Gamache, Melo Grant, Randall Harp, Shireen Hart, Stephanie Seguino

Amend policy to state that the Commission will revisit the policy in October 2021.

Motion by Stephanie Seguino, second by Melo Grant.

Motion Passes

Aye: Jabulani Gamache, Melo Grant, Randall Harp, Shireen Hart, Stephanie Seguino

Adopt amended BWC Footage Release Policy as discussed tonight.

Motion by Jabulani Gamache, second by Stephanie Seguino.

Motion Passes

Aye: Jabulani Gamache, Melo Grant, Randall Harp, Shireen Hart, Stephanie Seguino

5.03 Update on NACOLE

nominate Commissioner Stephanie Seguino to be the voting member of the Commission to NACOLE's organization.

Motion by Jabulani Gamache, second by Melo Grant.

Final Resolution: Motion Passes

Aye: Jabulani Gamache, Melo Grant, Randall Harp, Shireen Hart, Stephanie Seguino

5.04 Ralph Jean-Marie Resolution

This item was removed from discussion via modification at the beginning of the meeting.

5.05 Template for Data Reports

Questions around pedestrian data and if it will be included.

Update to VALCOR just took place at the beginning of the year, so this data capture has just been added and will be reported for 2021 going forward.

5.06 Use of Force Incident Report

Deputy Chief Matthew Sullivan read the prepared Use of Force report.

6. Commendations

Discussion, Information: 6.01 Commendations that have been received



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The Commission Clerk read two commendations that were received in the previous month.

7. Commissioner Updates / Comments

Discussion, Information: 7.01 Commissioner Updates / Comments
None.

8. Other Business

Next Meeting - Tuesday, May 25th.

- * Beard Policy
- * Training Information
- * Data Report from Innovation & Technology Dept.
- * Strategic plan from Chief to address previous requests

9. Executive Session

9.01 Executive Session (as required)

Enter executive session for the purposes of discussion any disciplinary and/or personnel matters.

Motion by Randall Harp, second by Jabulani Gamache.

Final Resolution: Motion Passes

Aye: Jabulani Gamache, Melo Grant, Randall Harp, Shireen Hart, Stephanie Seguino

Exit Executive Session

Motion made by Randall Harp, second by Jabulani Gamache

Final Resolution: Motion Passes

Aye: Jabulani Gamache, Melo Grant, Randall Harp, Shireen Hart, Stephanie Seguino

Executive Session ended at 10:04pm

10. Adjournment

10.01 Motion to Adjourn

Motion by Randall Harp, second by Jabulani Gamache

Final Resolution: Motion Passes

Aye: Jabulani Gamache, Melo Grant, Randall Harp, Shireen Hart, Stephanie Seguino

Meeting adjourned at 10:05pm



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11. Informational and Non-Discrimination Statements